P 145 E

App. F. IX-4

1931-32
(C.R.B.)

File No. 37-3

Previous References
C R B 37-31-1(a)

Serial Nos. 1

Later References
C R 631-34-1
C R B 26-36-1
15-37-1

General and Revenue Secretariat.

Part B for

SUBJECT.

Constitution
~~Formation~~ of a Staff Selection Board
(Recommendation of the Special Sub Committee and of the Recruitment Board on the Subject)

~~Opinion~~ Orders
may lie over for the present

Sd/- Mangaiya
28/6/32

Serial No

(For Disposal at a Meeting)

No. C. 337

of 1931-32

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT

(clause xii of the schedule)

Constitution of a Staff Selection Board

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

13th May 1932.

Chief Secretary to Government.

7317/14

First Member of Council. 4/5/32

Second Member of Council. (Colvin).

D2

GENERAL AND REVENUE SECRETARIAT.

(C.R.B.)

NOTES.

File No.

FILE HEADING.

Question re the Constitution of Staff Selection Boards and the Public Services Commission.

FROM

No.	Dated	Received

Diary No.	Enclos.	Spare copies	Serial No.

BRIEF ABSTRACT OF LETTER.

Extract from the proceedings of the meeting of the C. R. B. held on 11.12.1936

As this report discloses that the progress achieved in the matter of recruitment to the public services for the past ten years was not approvable, it was resolved that a sub committee consisting of the marginally noted members may be requested to go into the whole question and see whether the rules relating to the Staff Selection Board and the Public Service Commission may in some measure be adopted here with suitable modifications, if necessary.

1. The Inspector General of Police in Mysore (Chairman)
2. Mr. A. Ranga Rao, General Secretary to Government.
3. Mr. D.S. Pallap
4. Mr. Sylvester Rais and the Secretary, Central Recruitment Board.

NOTES—First Sheet.

General and Revenue Secretaria | File No. | of 193

Serial No.

1 2246 / Pol-I-B

2 At the recent meeting of the C.R.B held on 11th December 1930, it was resolved that a small sub-Committee may be formed to examine the system of recruitment to Public service in force in the Madras Presidency (re: Staff Selection Boards and the Public Service Commission) and suggest as to whether those rules may be adopted here, if necessary with certain modification Draft of a letter to the Chief Secretary to the Government of Madras calling for a set of rules on the subject is put up for approval

Stores 12/12/30

3 Did we not address the Residency on the previous occasion? The same procedure may be adopted now.

4) Revised draft submd. 12/12/30

Stores 15/17/12/30 5) Issued 18/12/30

To The Secretary to the Hon'ble the Resident.
Pol. 628 dated 19.12.30

Requests him to obtain and forward for reference copies of the latest rules relating to the Public Service Commission in Madras

SWS 20/12/30

6). Draft reminder put up for approval

Stores 25/2/31 28/2/31 7) Issued 28/2

Issued Pol 868 & S. 3. 31

WD 02553—G PB—50,000—8 '30

General and Revenue Secretariat

File No. 3247/33 of 1931

App. F. III—21

Serial No.

From:- The Secy to the Resident

No. 2151/74 of 17 & 24.3.1931

Informs that the Government of Madras have been addressed in the matter of rules relating to the Public Service Commission Madras

8) Subd for perusal.

Cl 4/4

Jems 2/4/31

C.R.B. meeting file

Sub sheet

Jems 4/4/31

9) Subd with a draft acknowledging the receipt of the bilingual copies of the M.P.S.C. Act.

Jems 16/4/31.

10) Issue

Cl 16/4.

To The Secy to the Hon'ble the Resident.

Sol. No. 1050 & 17.4.31

Acknowledges the receipt of two copies of the Madras Service Commission Act and rules made there under

11) An extract of the resolution of the C.R.B. meeting held on 11.12.1930, together with copies of ~~Rec~~ Manual of Recruitment Rules in force in Mysore & Madras Service Commission &c!

NOTE—Contn. Sheet.

WD 02558—GPB—50,000—8 7 30

and the list thereunder may perhaps be forwarded to the D. Genl of Police who is the Chairman of the Special Sub Committee formed to go into the whole question of recruitment.

12) Subd with a draft for approval

Hoors
20/4/31

13) Issue
21/4

To The D. G. of Police
No 4566 & 27.4.1931

Forwards an extract from the proceedings of the C.R.B. meeting held on 18.12.1930 together with copies of Mysore C.R.B manual and Madras Service Commission Act and Rules framed thereunder

C.R.B meeting
Sub Shelf
Hoors
2/5/31

From - The D. G of Police,
To dated 5th May 1931.

States that a copy of the Madras Staff Selection Board Rules may be forwarded to him for reference as the Public Service Commission deals only with Gazetted officers.

14) A copy of the rules relating to the Staff Selection Board, obtained from the Residency on 22.12.1928 may perhaps be forwarded ~~as~~. Subd with a draft

Hoors
25/5/31

15) Issue
18/5/31

To The I.G of Police
No 5038 & 21.5.1931.

Forwards certain copies of reports etc relating to the Staff Selection Board's Rules

General and Revenue Secretariat | File No. | of 193

Serial No. | Extract from the proceedings of the meeting of the C. R. B. held on [illegible] May 1931

2. It was agreed that a meeting of the Special Sub-Committee of the Central Recruitment Board (constituted for considering the introduction of the rules relating to the Staff Selection Boards and Public Service Commission in force in the Madras Presidency into this State with certain modifications, if necessary) might be held in the month of July, and the next meeting of the Central Recruitment Board at the beginning of August 1931.

The proposal of Mr. D.S.Lalappa to appoint Mr. H.E. Gundappa as an additional member of the Special Sub-Committee was approved.

Letter No. G. C. 54/31-32 dt 8-7-1931 from the Inspector General of Police in Mysore forwarding 8 copies of the notes to form the basis of discussion of the Special Sub-committee of the C. R. B. to be appointed to consider the improvements in the methods of recruitment and requesting that the same may be circulated to the members and a meeting arranged at an early date.

1) Subd. with two drafts
2) for approval
14-7-31
Yours
C. Ley
14/7

3) The sub committee need not be

NOTED 11 JUL 1931

Constituted by means of a formal Govt Order.
Hr. Secy may arrange to contact the Secy of the Sub committee in consultation with Mr Hamilla

Seen Hamilla 15/7/31
CE 15/7

20) CE 16/7/31

RLM 16/7/31

2/ Please ask Mr. Hamilton what date & time would suit him. Issue after that.
CE 16/7

---

1) D.O. letter No. 376/S.R.B. dt 16.7.1931 to the Inspector-General of Police in Mysore requesting him to state what date and time would suit him to hold the meeting of the special Sub-committee of the C.R.B.

Sus JTP 16/7/31
Done

1) D.O. letter No. G.C. 54/31-31 dt 18.7.1931 from the Inspector General of Police in Mysore stating that Monday the 27th July and may be fixed for the meeting and that a room for the same may be arranged in the Secretariat.

2) Subd with a draft. [It is

JTP 20/7/31.

OFFICE OF THE SECRETARY TO GOVERNMENT COUNCIL
15 JULY 1931
No. 602

General and Revenue Secretariat

File No. N.W.F. 1.14 of 193

App. F. III.—2]

Serial No.

proposed to arrange for the mee
the General Meeting's office
room &c is a subject to approv
C.R.
Approved.
30.7.31
Gen. Dep.
Consulted Gen. Dep. who has no objec
to his room therein used for the meeting
desires that he may be informed of the
24) Same as proposed
letters Nos. 414-17 C.R.B. dt
21. 7. 1931 to the Members of the
Special Sub-committee of the
C.R.B. intimating the meeting
to be held on Monday the 27th
July 1931 at 3 P.M.
25) The special Sub-Committee meetin
was held on the 27th July 1931 at 3 P.M.
31/7/31
26) Fair draft of the Proceedings is put
up as ordered.
3/8/31
27) Sends Chairman as endorsed therein
D.O. letter dt 4.8.31 from the Asst to the C.E.
Returns the draft Proceedings with the
approval of the Chairman.
28) Secy's orders on P.U.D.
Please send copies to members and
Subdy. with draft (and fair) for appl.
Dft. D.C.S.N. 4.8.31
6/8/31
31) Same
To The members of the Special Su
No. 640-47 dt 6.8.31.
Forwards a c... of the Proceedings

Chairman Sub-Committee file

21/7/31.

Sent to the Chairman of the Special Sub-Committee

4/8

D.O. letter No. C.C. 574 dated 3.8.31 from the Chairman forwarding a copy of letter from Mr Mallik stating that he is not disposed to postpone the date of a meeting.

Secy's orders

NOTE—Contn. Sheet.

Please put up dft saying that it is not possible to comply with his request

Subdy. 5/8/31

30) Same

6/8/31 D.S. on 6/8

WD 02553—G.PB—50,000—8-7-30

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

A. R. *Receipt for Inland or Foreign Telegram.*

No.

Date Stamp.

Amount paid.	Rs.	As.	Pies.
Ordinary			
Express			
Foreign			

The charges entered upon this form have been duly paid in respect of the telegram indicated by number.

The sum stated includes extra charges, if any, paid for Reply, Delivery, etc.

Should any reference become necessary, the production of this receipt will enable the telegram to be traced by the office of origin within seven days of the date of its despatch—thereafter *Complaints* respecting Inland telegrams and applications for *Refund* involving complaints against the service should be addressed to the Postmaster-General of the Circle, concerned and those relating to *Foreign* telegrams should be addressed to the Postmaster-General, Bengal and Assam Circle, Calcutta, within two months in the case of an Inland and five months in the case of a Foreign telegram. Applications for refund *which do not involve complaint against the service* should be addressed to the Officer-in-charge, Telegraph Check Office, Calcutta.

Stamps for the charges on the telegram should be affixed by the Sender to the message form to which this Receipt relates.

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No. 59

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

BANGALORE 5 AUG 31 G.T.D.

9/5/5

(C) 1K BANGALORE KODIYALBAIL 5 20

RP PD SECRETARY CENTRAL RECRUITMENT BOARD

PUBLIC OFFICES BANGALORE

KINDLY WIRE DATE COMMITTEE MEETING

SYLVESTER PAIS BIJIY MANGALORE

MS 12/55 136

This form must accompany any enquiry respecting this telegram.

MGIPAh.—550—1-5-30.

General and Revenu Secretariat | File No. | of 193

Serial No.

32) Subd with a draft for approval.
"Sylvester Pais Bijey Mangalore instant
Lib Committee ~~Next~~ meeting ~~xxx~~ Tenth ~~August 1931~~.
Secretary, Recruitment board

Ibms 5/8/31

33) Issue C/F Issued.

34) Subd for perusal.

Ibms 6/8/31. C/F

35) Remarks of the General Secretary on the Copy of Proceedings subd to him, with regard to the date of the meeting ie 10-8-19:
"I do not think so. Mr Hamilton told me that he was otherwise engaged"

Intd 'RR'
6/8

Intd C&V
6/8.

NOTE – Contn. Sheet

WD 02553—50,000—GPB—8-7 30

Rep. not desirable

36) On enquiry made by telephone it is understood that Mr. Hamilton does not desire any change in the date of this meeting Ca 7/8
Gen. Secy

37) Gen. Sec. has just talked over the phone to Mr. Hamilton in the matter, as he (Gen. Secy would be very busy on the 11th, and it has been decided to postpone the meeting sine die. Please intimate to Members immediately: Better send to Mr. Pais Ca 7/8

38) Submitted with two drafts for approval. Ca 7/8
Gen. Secy 7/8/31.

39) Issued Ca 7/8
J. The Members of the Special Sub-Committee
No 686-9 dated 7.8.31.
States that it has been decided to postpone the meeting sine die.

40) Mr. Hamilton saw me today in this connection. As the C.R.B. meeting is to be held on 5/9/31 he proposes that the Sub. Committee meeting may be fixed for 7/9/31 (Monday) on account of the convenience of non-official members. If approved a meeting will be arranged for at 3 p.m. on 7/9/31 Ca 29/8
Gen. Secy

41) A.S. to please speak to me HTM 31/8

GENERAL SECRETARY
29 AUG. 1931
No 1589

42) A Hamilton probably
RB
31/8/31

Serial No.

43) Consulted Mr. Hamilton over the 'phone. He is agreeable to have the meeting on the 4th Sept. at 3 p.m. Please inform other members immediately. If necessary a wire may be sent to Mr. Pais

Ca 31/8

44) Subd with draft & fair and a draft of a telegram for approval

Hons 31/8/31

Genl Ca 31/8

The telegram was sent to the Office Branch at 4.15 P.M for despatch.

To The Members of the Special Sub Committee

Nos 1338-42 dated 31.8.1931

States that it has been decided to hold the meeting of the Special Sub-Committee on the 4th September at 3 P.M.

Letter Nos Nil. dated 1st Sept. 1931.

Requests that the meeting may be postponed for the reasons stated or in the alternative to excuse his absence for the meeting.

45) The meeting cannot perhaps be postponed. This will be placed before Spl. Sub Committee at the meeting

Hons 3/9/31

46) yCe 4/9

NOTE—Contn. Sheet

47) The meeting was held in the Chief Secretary's Office room at 3 P.m. the following members being present.

1. F. A. Hamilton Esqr C.I.E (Chairman)
2. R. Ranga Row Esqr B.A. B.L.
3. Sylvester Pais Esqr B.A.
4. N. B. Gundappa Esqr B.A., B.L
5. C. E. Moronha Esqr M.A. (Secretary)

Mr D. S. Mallappa was absent.

48) It was considered at the meeting that it will be very necessary to have all the non-official members present so as to obtain their unanymous opinion about the new rules of recruitment under consideration. With this view, the meeting was adjourned postponed and it was also decided that the dates for the next meeting may be fixed on the 24th instant, which will suit the convenience of all the members.

49) A draft is subd for appl

Issued 4/9

4/9/31

To The Members of the Special Sub Committee of the C R Bd.

No. 1469-73 dated 4.9.31

States that the Sub. Committee will meet next on the 24th instant at 3 P.M. in the Chief Secretary's Office

Serial No.

58) Draft and fair (to Mr. Nagappa) is put up for approval

Hms 23/9/31 Issue CE 23/9

To Mr. Nagappa

No. 1768 dated 23.9.31

Invites him to attend the meet

60) The meeting came off on the 24th September 1931.

61) Draft proceedings ombd

Hms 2/10/31 62) For approval CE Chairman)

63) The Chairman has approved the draft proceedings. 25 appd copies of the same will be issued to the members of the SubCommittee. ~~The proceedings~~ After issue, with the previous approval of the Chairman, the proceedings of this meeting which appear to be final, will be placed before the Board at its meeting to be held in November 1931.

Hms 14/10/31 64) yes CE 15/X

To The D.I.G. of Police

D.O. No. 2684 & 5.11.1931.

Forwards the file re: Staff Selection Board and requests him to send the Rep by the 12th instant.

NOTE – Contn. Sheet

WD 02553—50,000—GPB—8-7 30

1797/1931

File No. of 193 | General and Revenue Secretariat

From The D. G of Police

D.O. No CC 33/31-32 d 7.11.1931.

Forwards 4 copies of the Report and expresses his inability to attend the Board meeting.

65) It was decided at the Board meeting that the Report may be further considered at a meeting of the Committee and placed after due attestation before the Board at its next meeting

66) Subd with a draft

Stores 16/11/31. 67) Issue Ce 16/11

To The D. G of Police

D.O. No 2182/ d 17.11.1931.

Requests him to intimate when another meeting of the Special Sub Committee may be proposed to be held.

From The D. G of Police

D.O. No CC 33/31-32 d 21.11.1931.

Informs that the meeting may be held as early as in January as possible.

) Subd for orders [The Bd meeting will have to be held in the middle of January 1932]

Stores 24/11/31. 69) Ly approved it will be fixed for Monday the 4th Jany. 1932 at 3 P.M. Ce 26/11

Ch. Ley

70) RJ 30/11/31 Ce 1/12

71) Draft subd for approval

Stores 2/12/31. 72) Issue Ce 5/12

26 NOV. 1931

Serial No.

Sub. C
Jonq 16/1/31

To The members of the
Special Sub. Committee
No. 3184-89 & 12.12.31
States that the next meeting will be held on ~~4.12.31~~ 4th Jany 1932

73) The meeting was held today, the following members being present:-

(1) Mr. L.A. Narasimhan (Chairman)
(2) " R. Ranga Rao
(3) " A.B. Gundappa
(4) " D.T. Mallappa
(5) " T Pais
(6) " C.P. Narendra (Secretary)

Mr B. Nagappa was absent.

74) The draft report drawn up by Chairman was discussed in detail certain amendments made. The same were carried out with a note of thanks to the Chair

Ce
4/1/32

75) Then type two copies of the draft report as passed by the sub. Committee, one each to be sent to the Chairman & the Govt. Secy. for approval & the third for the office. After approval further copies may be typed for sending to members

Ce

76) A copy of the draft report has been sent to the General Secy to Govt. separately.

Ce
5/1

77) Submd with a draft and fair to the D.G of Police (Chairman)

Jonq 7/1/32

75) Issued
Ce
7/1

NOTE—Contn. Sheet

Sub C
Jonq 8/1/32

WD 02553—50,000—GPB—8-7 39

To The D.G of Police
No. 2533 C.R.13 dated 7.1.32
Forwards for appl a copy of the draft report of the Sub Committee

File No. 1935/1-25-70 / 27?,6 of 193 R. General and Revenue Secretariat

77) The draft report which was revised by the General Secretary was also forwarded to the Chairman for necessary action on the 8th January 1932 with D. No. 2570/CRB.

From The Chairman of the Special Sub Committee

No. G.C. 54/31-32 Q 11.1.32.

Forwards the draft report approved and requests that it maybe circulated for signature of the members.

80) It would be seen from the approved draft report, that the alterations proposed by the General Secretary have not been taken into consideration. This may perhaps be brought to the notice of the Chairman. ~~and he may be requested to~~

81) Subd with a draft.

Stms 16/1/32.

82) Issue Ce 16/1

To The S. G. of Police

D.O. No. 3583 dated 16.1.32.

Enquires whether the alterations suggested by the General Secy were taken into consideration and returns the draft report for any alteration which he may wish to make in the light of the suggestions of the General Secy.

From The S. G. of Police

D.O. No. G.C. 54/81-32 dated 18.1.32.

Returns the note in original with his remarks on the same.

Sus. C

Stms 18/1/32

83) If appd, the draft report will be revised accordingly and circulated to the other members

Stms 19/1/32. Gen Secy Ce 19/1

84) Hist Secy

20/1/32

GENERAL SECRETARY 19 JAN. 1932 No. 5041

27.6

General and Revenue Secretariat | File No. | of 193

Serial No.

GENERAL SECRETARY 31 JAN 1932 No. 5165

85) Opl. for approval as the amendments Ce 2/1
Gen. Secy

86) I think I have separately sent a note that Mr. Hamilton appreciates me. To make the point clear, I have made a slight addition in the draft. Hamilton may be sent for signature

GENERAL SECRETARY 4 FEB 1932 No. 57

Ce 2/2.

87) Submit with a draft (S.O.) for approval

(88) A fair copy of the draft report is also put up.

Stores 3/2/32. Gen. Secy

(89) To amend letter as noted Ce 4/2

(90) [signature]

(91) Issue Ce 4/2

To The I. G. of Police.

S. O. No 4004/C.R.B dated 5.3.32.

Forwards the draft report which contains slight alterations have been made by the General Secretary in the light of the discussions he had with the I.G.P and requests him to retransmit the report with his signature

From The I. G. of Police

No. S. O. C. C. 57/31-32 dt 5.2.1932.

Forwards the draft report duly signed.

(92) Sf. attd this may be circulated among other members of the Sub-Committee for signature

(93) yes Ce 10/2

Stores 6/2/32

Stores 10/2/32

NOTE—Contn. Sheet.

Mr. A. Ranga Rau. Gl. Secy
" Sylvester Pais
" M. D. Gundappa
" S. S. Mallappa

WD 70—GBPM—60,000—13-8-31

2738
2311

File No. of 193 . | General and Revenue Secretariat

(94) The file may be subd to the General Secy in the first instance for attesting his signature to the draft Report.

9/2/32.
11/2/32.

(95) I have signed the report
RB
11/2/32

GENERAL SECRETARY
11 FEB 1932
No 5786

(96) Subd with a draft for approval.

11/2/32.

(97) Issue
11/2

To Rao B.S. Mallappa Esqr
No 4145 dated 13.2.1932.

Forwards the draft report for retransmission with his signature

Subd.C
16/2/32

(98) The report has been received today from Mr Mallappa ~~after~~ duly signed.

Subd with draft & fair (forwarding the same to Mr Gundappa)

19/2/32

(100) Issue
19/2

To Mr B. Gundappa Esqr
D.O. No. 4248 dated 19.2.1932

Forwards the draft report for retransmission with his signature.

Subd.C
23/2/32

From Mr B Gundappa
No - dated 24.2.32.

(101) Returns the draft report with his signature

Subd with draft & fair (forwarding the report to Mr Sylvester Pais).

26/2/32

(102) Issue
26/2

To Mr Sylvester Pais
No. 4309 CR13 & 26.2.32
Forwards the draft report for retransmission with his signature

Subd
28/2/32

Serial No.

(103) Subd wise a draft remainder (as personally unsuel

Stms 1/3/32

(104) Issue

Issued No 4471/1·3·1932.

Sus c Stms 1/3/32

From: Sylvester Pais Esqr B.A.

Returns the draft report duly signed.

(105) The report has been signed by all the members except mr B. Nagappa who attended only one of the meetings of the Sub Committee. Subd for orders as to whether his signature should also be obtained

Stms 4/3/32

(106) Yes, as he was also a member of the Sub Committee

(107) Subd wise a draft and fair (forwarding the report to mr B. Nagappa) for approval.

Stms 4/3/32.

(108) Issue

To mr B. Nagappa

No 4537 C. R. B dated 4·3·32.

Forwards the draft report for retransmission wise his signature

Sus c Stms 4/3/32

From. mr Nagappa.

No - dated 7·3·1932

Returns the draft report duly signed.

(109) Subd for perusal. All the members have signed. If appd, a copy of the same (with the

NOTE—Contn. Sheet.

Constitution of a Staff Selection Board in Mysore.

File No. of 193 General and Revenue Secretariat

signature of the Secretary) will be placed before the Board at its next meeting.

Action is separately taken to get a date fixed for the meeting

(110)

The Report was placed before the Board at its ordinary meeting held on 31st March 1932.

(112) An extract from the Proceedings of the Board is put up and subd for orders as directed in para 20 of the notes in the linked file.

25 APR.

General and Revenue Secretariat | File No. of 193

Serial No.

113 According to the existing rules, Brahman candidate are allowed to apply only for every fourth vacancy which is termed a general vacancy, while the remaining (75%) ~~re~~vacancies are open to all non-Brahman communities without distinction. It is now proposed to allot the vacancies according to a certain rotation to the several communities, so that Brahmans will get 1/6th, Vokkaligars, Lingayets and Kurubars 1/3rd, Depressed classes 1/12th and all others 5/12ths of the total number of vacancies. It is further suggested that a rotation should be observed as far as possible among various communities coming within each group, having in view the representation of such communities in the service, and their population, state of education and general importance. The result of this will be that the field of choice, which is now unlimited, except for the exclusion of Brahmans in special vacancies, will be narrowed down in every case to the community or group to which the vacancy is supposed to belong. If there is a single candidate of the community in question possessing the bare minimum of qualifications, he must be taken. Such a system is bound to react on the efficiency of the service, although it will undoubtedly promote equality of communal representation and remove the grievance of certain communities that they are denied their due share of public employment.

The system now proposed is the one which has been in force for some years in Madras but with the following differences:-

(1) Mussalmans and Indian Christians are grouped along with certain classes of Hindus while Vakkaligas, Lingayats and Kurubars form a separate group. In Madras, all non-Brahman Hindus form a single group.

NOTE—Contn. Sheet.

WD 70—GBPM—60,000—13-8-31

Serial No.

(2) No competitive examination is proposed, as in Madras, to determine the order of merit of the candidates within each group.

(3) The existing rules which contemplate direct recruitment at four different stages of the clerical service as shown in the margin, (and thereby restrict the scope for promotion) are proposed to be retained. I believe there is no counterpart for such rules in Madras, where direct recruitment is confined to the lowest grade of a service or where there is more than one class in a service, to the lowest grade of each class.

I. Appointments carrying a pay of Rs.50/- and above.
II. Appointments carrying a pay of Rs.40/- & above, but less than 50/-
III. Appointments carrying a pay of Rs.25/- & above, but .ess than 40/-
Appointments on a pay less :han Rs.25/-

The proposals involve an important question of policy and may be discussed at a meeting of the Council

OFFICE OF THE SECOND MEMBER OF COUNCIL
29 APR. 1932
No. 9250

Second Member 29/4/32
Devan 29/4

114 may be discussed at a meeting. The proposal is intended to give a fair chance to candidates of certain minor communities & the system of rotation is suggested a remedy. If however the system to be carried out to its logical conclusions, its effect on efficiency as a whole has to be considered. It might mean that for nearly 10 5/6 of the vacancies, it is not the best available

WD 70—GBPM—60,000—13-8-31.

Constitution of a Village Panchayat Board

File No. 3446 of 193 | General and Rev Secretariat

Candidate from the non. brahman Communities as a whole that will be selected but the available one from a mina Community There Questions have to be carefully Considered before the proposed System is approved

JPM 9/5

Dewan

9250

DEWAN'S OFFICE
748.
1. MAY 1932

JPM 10/5

C 10/5

JPM 11-5-32

C. S
Circulate
JPM 13/5
C
13

C 332.

Subject.-

The constitution of a Staff Selection Board.

OPINION OF THE COUNCIL.

To be put up at the next Meeting.

RG
18/5/32

2

Subject;-

Constitution of a Staff Selection Board

OPINION OF THE COUNCIL.

Note in Council
Orders for the present
MM
2/6/32

MM Lie

Assistant Secretary in charge
of C.R.B
PO Rec
16/6/32

MM
2/6/32
Ce
4/6

Proceedings of the meeting of the Special Sub Committee of the Central Recruitment Board held at 3 P.M. in the Public Offices on 24th September 1931.

---:0:---

Present.-

1. F.A.Hamilton, Esq., C.I.E., Inspector General of Police (Chairman)
2. R.Ranga Rao, Esq., B.A., B.L., Chief Secretary to Government
3. B.Nagappa, Esq., Bar-at-Law.,
4. D.S.Mallappa, Esq.,
5. H.B.Gundappa, Esq., B.A., B.L.,
6. Sylvester Pais, Esq., B.A.,
7. C.E.Noronha, Esq., M.A., (Secretary)

Subject.- Appointment of persons from different communities by rotation.

Resolution.-

(1) That out of every 12 vacancies, appointments should be made in the --- following order i.e., on a population basis :-

	Population	
(a) Vokkaligars	14 lakhs	Five appointments ~~in the proportion of 3:2~~
Depressed Classes	11 lakhs	
Lingayets	8 lakhs	
(b) All other communities except Brahmins		Five appointments ~~in the proportion of 3:2~~
(c) Brahmins		Two appointments ~~in the proportion~~

(2) That in filling up the appointments a rotation should, as far as --- possible, be observed among the various sub-sects of the respective communities in the order of their population strength.

(3) That if, for want of a suitable candidate, a vacancy reserved for a --- particular community is filled up by an

individual of another community, the next vacancy falling to the group should be given to the community that has previously lost a chance, provided a candidate is available.

(4) That such of the small offices in which the vacancies occur only at longer intervals, may be grouped into suitable units so as to give effect to this system of appointments by rotation ~~provided a candidate is available~~.

(5) That this scheme may be tried for a period of three years in the first instance and the result ~~may be~~ examined at the end of the period.

(6) That a list of all eligible candidates of all communities for appointments be maintained and selection ~~be~~ made out of this list only.

(7) That no exemptions be given and --- strict enforcement of rules ~~should~~ be insisted upon.

(8) That the activities of the proposed Staff Selection Board should extend to all the departments of Government in all districts.

(9) That appointments carrying a pay of over Rs 100/- should also come under the purview of the Board.

(10) That the Staff Selection Board be composed of 60 per cent of non-officials

(11) That a special account be kept of all new appointments sanctioned after the formation of the Staff Selection Board.

(12) Additional subject regarding

filling up temporary vacancies occurring in the middle of a session, by the University without advertisement through the Central Recruitment Board.

Resolution.- This question does not arise in the light of the recommendations referred to above.

approved

Appendix F G—1

SUBJECT.....

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.....

Section C.R.B.

File No.

Serial No.

No. Pol. 622

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

To Secretary to the
The Hon'ble the Resident
in Mysore

Date of issue 19/12/30

Sir,

Signed by Mr DCS

I am directed to invite ~~his~~ reference to ~~your~~ correspondence ending with your letter No. 4313/74-1917 dated 14th May 1929 ~~in the~~ forwarding ~~supply of~~ ~~matter of~~ copies of rules regarding the recruitment to Public Service ~~rules~~ to the Presidencies of Madras, Bombay and Bengal Presidencies,

Vide linked file

List of enclosures.....

Copied by.....

~~I am to state that~~ and to request ~~that~~ you to be so good as to obtain and forward, for reference, rules ~~regarding~~ relating to the Public

Examined by.....

Copies of the latest

over

Service Commission ~~Board~~ in Madras.

~~the Staff selection Boards in Madras~~

now in force in the Madras

Presidency may be kindly

obtained and forwarded

at an early date as the

same are required for

purposes of reference in con-

nection with the ~~proposed~~ revision

of the ... in Mysore Province.

I have etc

for Secy to Govt

Chief Secy to Govt

Itms

17/12/30.

Appendix F G—1

SUBJECT.....

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Section C. R. R.

File No.

Serial No.

No. Pol 868

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

Date of issue 5/3/31

Signed by: M. C. E. N.

To

The Secretary to the
Hon'ble the Resident in
Mysore

Sir,

I am directed to this office
invite reference to letter
No. Pol 622 KARB dy 19.12.30
requesting you to forward
for reference copies of the latest
rules
Relating to the Public Service
Commission in Madras and
to request you to be so good
as to obtain and forward them without
further delay at an early date.

I have etc

Secretary

over leaf

List of enclosures.....

Copied by.....

Examined by.....

RKR 5/3/31

WD063—GPB—20,000—1-8-29

For 1157

No. 2151 Enc.
74 of 1917

3247
6.R3

From

Captain G. Kirkbride,

Secretary to the Resident in Mysore.

To

The Chief Secretary to the Government of

His Highness the Maharaja of Mysore.

Dated Bangalore, the 24th March. 1931.

Rules relating to the Public Service Commission in Madras.

Sir,

With reference to your letter No.Pol.868/C.R.B., dated the 5th March, 1931, I am directed to inform you that the Government of Madras have been addressed in the matter and their reply is awaited.

I have the honour to be,
Sir,
Your most obedient servant,

for SECRETARY TO THE RESIDENT.

vdv.

No. 2556. Enc. 2 (2 copies each)
74 of 1917.

A 3397 C.R.B. Pol. 121

From

Captain G. Kirkbride,
Secretary to the Resident in Mysore.

CRB 9/4/31

To

The Chief Secretary to the Government of
His Highness the Maharaja of Mysore.

Dated Bangalore, the 9th April, 1931.

Madras Services Commission.

Sir,

I am directed to refer to your letter No.Pol.622/C.R.B. dated the 19th December, 1930, and to forward herewith two copies of the Madras Services Commission Act (Madras Act XI of 1929) and two copies of G.O. No.534, Public (Special) dated the 25th April, 1930, containing the rules made under section 21(2) of the Act.

I have the honour to be,
Sir,
Your most obedient servant,

for SECRETARY TO THE RESIDENT.

vdv.

[Printed under the authority of the Governor of Fort St. George in Council by the Superintendent of the Government Press, Madras.]

MADRAS ACT No. XI OF 1929.

PASSED BY THE LEGISLATIVE COUNCIL OF MADRAS.

Received the assent of the Governor on the 31st Aug. 1929, and that of the Governor-General on the 5th Oct. 1929, the assent of the Governor-General was first published in the "Fort St. George Gazette" of the 22nd Oct. 1929.]

THE MADRAS SERVICES COMMISSION ACT, 1929.

Preamble.

WHEREAS the Secretary of State for India in Council has made a rule authorizing the local legislature, subject to certain conditions and restrictions, to make laws for the establishment, and for determining the functions, of a Commission to regulate the Public Services of the Presidency of Madras ;

AND WHEREAS it is necessary and expedient to establish a Commission for discharging the functions hereinafter specified in relation to the said Services ;

AND WHEREAS the previous sanction of the Governor-General has been obtained to the passing of this Act ; It is hereby enacted as follows :—

PART I.

CHAPTER I.—PRELIMINARY.

Short title, extent and commencement.

1. (*a*) This Act may be called the Madras services Commission Act, 1929.

(*b*) It extends to the whole of the Presidency of Madras.

(*c*) It shall come into force on such date as the Local Government may, by notification in the *Fort St. George Gazette*, appoint.

Definitions.

2. (1) In this Act, unless there is something repugnant in the subject or context—

(*a*) 'Commission' means 'The Madras Services Commission' established under this Act ;

(*b*) 'Chairman' means the Chairman of the Commission referred to in clause (*a*) ;

(*c*) 'Member' means a member of the Commission referred to in clause (*a*) ; and

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Government of Madras

PUBLIC (SPECIAL) DEPARTMENT

G.O. No. 534, 25th April 1930

Madras Services Commission Act, 1929 (Madras Act XI of 1929)—Rules under section 21 (2)—Confirmed.

READ—the following paper:—

G.O. No. 7, Public (Special), dated the 3rd January 1930.

Order—No. 534, Public (Special), dated 25th April 1930.

In G.O. No. 7, Public (Special), dated 3rd January 1930, the Government published for general information the draft rules which they proposed to make under clause (2) of section 21 of the Madras Services Commission Act, 1929 (Madras Act XI of 1929)—vide notification No. 13 published at pages 6 and 7 of Part I of the *Fort St. George Gazette*, dated 7th January 1930. The draft rules were also laid before the Madras Legislative Council for a period of three months from 20th January 1930 while the Council was in session. The draft rules are now confirmed.

2. The appended notification will be published in the *Fort St. George Gazette*.

(By order of the Governor in Council)

C. W. E. COTTON,
Chief Secretary.

To the Departments of the Secretariat (all Sections).
" Superintendent, Government Press (for publication of the notification in the *Fort St. George Gazette*).
" Madras Services Commission.

[Appendix

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by sub-section (2) of section 21 of the Madras Services Commission Act, 1929 (Madras Act XI of 1929), the Governor in Council is hereby pleased to make the following rules :—

Rules.

1. Every question at a meeting of the Commission shall be determined by a majority of the votes of the members present and voting on the question, and in case of an equal division of votes, the Chairman shall have a second or casting vote.

2. If the Chairman is unable to be present at a meeting of the Commission, he shall appoint one of the members to act for him, and the member so appointed shall have all the powers of the Chairman at that meeting :

Provided that, unless the Chairman otherwise directs, no action shall be taken upon any decision arrived at in a meeting at which he was not present, until he has been informed of such decision; and, upon being so informed, he may direct that any such decision shall be reconsidered at a meeting at which he is present.

3. The quorum for a meeting of the Commission shall be two, but the Chairman may adjourn any business at a meeting if he is of opinion that it cannot conveniently be transacted owing to the non-attendance of any member.

4. All decisions of the Commission shall be recorded by the Secretary or such other officer as may be appointed by the Chairman for that purpose in accordance with the directions of the Commission, and it shall be open to any member who dissents from a decision to record his dissent and, if he thinks fit, his reasons for dissenting.

5. Whenever under these rules the Commission is required to give advice, or to submit proposals to, or to be consulted by, any authority, the decision of the Commission shall be communicated in a letter signed by the Secretary, and, in a case where the decision is not unanimous, neither the fact of, nor the grounds for, dissent shall be communicated unless the Chairman so directs.

6. The Commission may refer any matter to an individual member or to a committee, consisting of members and such other persons, if any, as the Commission may appoint, for consideration and report to the Commission.

7. The Chairman, or, in his absence, a member designated by him in this behalf may deal with any urgent matter appearing to him to require immediate action. Such action shall, if taken by the Chairman, be reported to the Commission at its next meeting, and, if taken by another member, be reported to the Chairman and by him to the Commission at its next meeting.

8. In matters for which no provision is made by these rules, the Commission may regulate its proceedings in such manner as it thinks fit.

(*d*) 'Public Service Commission' means the Commission established under section 96-C of the Government of India Act.

(2) In this Act, the terms 'All-India service,' 'provincial service,' 'subordinate service' and 'special post' shall have the same meaning as they have in the rules made under sub-section (2) of section 96-B of the Government of India Act by the Secretary of State for India in Council, the Governor-General in Council or the Local Government.

CHAPTER II.—CONSTITUTION, STRENGTH, SALARIES AND STAFF OF THE MADRAS SERVICES COMMISSION.

Establishment of Madras Services Commission.

3. There shall be established for the Presidency of Madras a Commission named 'The Madras Services Commission' consisting of a Chairman and two other members for performing the functions hereinafter specified in this Act in respect of the Public services in the said Presidency.

Appointment and removal of the Chairman and members.

4. (1) The Chairman and the other members of the Commission shall be appointed and may be removed from office by the Governor in Council:

Provided that no order of removal shall be made without the personal concurrence of the Governor of Madras.

(2) No person shall be appointed to be the Chairman or a member, and no Chairman or member shall continue to hold office as such, after he has completed 60 years age.

(3) No person shall be appointed to be the Chairman or a member unless he has previously given an undertaking in writing to the effect that he will not, either during or after his service on the Commission, accept any other office under the Crown in India except—

(*a*) if appointed as the Chairman, the office of Chairman or member of the Public Service Commission; and

(*b*) if appointed as a member, either of the offices mentioned in clause (*a*) or the office of Chairman of the Commission.

(4) No chairman or member shall hold during his service on the Commission any other office under the Crown in India.

Printed under the authority of the Governor of Fort St. George in Council by the Superintendent of the Government Press, Madras.]

MADRAS ACT No. XI OF 1929

PASSED BY THE LEGISLATIVE COUNCIL OF MADRAS.

Received the assent of the Governor on the 31st Aug. 1929, and that of the Governor-General on the 5th Oct. 1929, the assent of the Governor-General was first published in the "Fort St. George Gazette" of the 22nd Oct. 1929.]

THE MADRAS SERVICES COMMISSION ACT, 1929.

Preamble.

WHEREAS the Secretary of State for India in Council has made a rule authorizing the local legislature, subject to certain conditions and restrictions, to make laws for the establishment, and for determining the functions, of a Commission to regulate the Public Services of the Presidency of Madras ;

AND WHEREAS it is necessary and expedient to establish a Commission for discharging the functions hereinafter specified in relation to the said Services ;

AND WHEREAS the previous sanction of the Governor-General has been obtained to the passing of this Act ; It is hereby enacted as follows :—

PART I.

CHAPTER I.—PRELIMINARY.

Short title, extent and commencement.

1. (*a*) This Act may be called the Madras services Commission Act, 1929.

(*b*) It extends to the whole of the Presidency of Madras.

(*c*) It shall come into force on such date as the Local Government may, by notification in the *Fort St. George Gazette*, appoint.

Definitions.

2. (1) In this Act, unless there is something repugnant in the subject or context—

(*a*) 'Commission' means 'The Madras Services Commission' established under this Act ;

(*b*) 'Chairman' means the Chairman of the Commission referred to in clause (*a*) ;

(*c*) 'Member' means a member of the Commission referred to in clause (*a*) ; and

PRICE, 2 *annas* 6 *pies*.]

Recruitment by competitive examination.

9. Where any competitive examination is to be held in India for the purpose of recruitment to any provincial or subordinate service or special post, the Commission shall—

(i) advise the Local Government in regard to the regulations prescribing

(*a*) the qualifications of candidates,

(*b*) the conditions of admission to the examination, and

(*c*) the syllabus of the examination ;

(ii) announce the number of vacancies to be filled from among the candidates for the examination ;

(iii) make all arrangements for the actual conduct of the examination ;

(iv) arrange the candidates in order of merit on the results of the examination ; and

(v) forward a list of the candidates so arranged to the Local Government.

Recruitment by selection.

10. Where recruitment to any provincial or subordinate service or special post is to be made by selection in India the Commission shall—

(i) advise the Local Government in regard to the regulations prescribing the qualifications of candidates and the submission of applications ;

(ii) announce the number of vacancies, and invite applications

(iii) consider all applications received and interview such candidates as it considers most suitable for appointment ; and

(iv) submit to the Local Government a list consisting of such number, as the Local Government may fix, of the candidates whom the Commission considers most suitable for appointment arranged in the order of preference :

Provided that in case the appointment is to be made by the Local Government, the Local Government may, if they think fit, appoint an officer to be present at the interview referred to in clause (iii).

Recruitment by promotion.

11. Where recruitment to any permanent post in a provincial service is to be made by promotion from a subordinate service, the Commission shall—

(i) consider the claims of candidates nominated by the head of the department ,

Nothing in this sub-section shall, however, bar the Chairman or other member having a lien on his post on the Commission while holding the office of Chairman or member of the Public Service Commission, or the office of Chairman of the Commission, as the case may be.

Salary of the Chairman and members.

5. There shall be paid to the Chairman a salary of three thousand rupees per mensem and to each of the other members a salary of two thousand rupees per mensem.

Nothing in this section shall prevent a Chairman or other member who at the time of his appointment as such is a retired Government servant from drawing his pension from Government in addition to his salary under this section.

Appointment and salary of Secretary.

6. The Commission may, in its discretion, appoint a Secretary to the Commission, on such salary not exceeding one thousand and five hundred rupees per mensem as it thinks fit:

Provided that, if the person so appointed is at the time of his appointment a Government servant, his salary shall be fixed with the previous sanction of the Local Government.

Commission's establishment, etc.

7. It shall be lawful for the Commission and it is hereby empowered to employ such persons as it may deem necessary and incur expenditure for such employment as well as for contingencies, supplies and services and for other expenses connected with its work, up to an aggregate sum of one thousand rupees per mensem:

Provided that if any person so employed is at the time of his appointment a Government servant, his salary shall be fixed with the previous sanction of the Local Government.

PART II—FUNCTIONS OF THE COMMISSION.

CHAPTER III.—FUNCTIONS OF THE COMMISSION AS TO RECRUITMENT.

Recruitment generally.

8. The Commission shall advise the Local Government on any question which the Local Government may refer to it in connexion with the recruitment to any provincial or subordinate service or special post.

(ii) thereafter advise the Local Government in respect of each candidate nominated whether his qualifications are sufficient and whether his record proves him to have the character and ability requisite for the service to which it is proposed to appoint him ; and

(iii) arrange the candidates in order of preference.

Commission to observe Statutory Rules.

12. In the exercise of its functions under sections 9, 10 and 11 the Commission shall observe the rules, if any, made by the Local Government regarding the constitution of or recruitment to any provincial or subordinate service or special post under sub-section (2) of section 96-B of the Government of India Act.

CHAPTER IV.—FUNCTIONS OF THE COMMISSION TO HOLD EXAMINATION FOR PROBATIONERS AND PERSONS ALREADY IN THE SERVICE OF GOVERNMENT.

Examination for confirmation and promotion.

13. Where any examination is to be held in India to determine whether probationers or officers already in the service of the Local Government have sufficient knowledge of any language or of any law, rules or orders which they may be called upon to administer, or possess any other qualifications including sufficient skill in equitation, which can be tested by examination, to justify their appointment to or promotion in an All-india, provincial or subordinate service or a special post, the Commission shall—

(i) advise the Local Government in regard to regulations prescribing

(*a*) the conditions of admission to the examination,

(*b*) the syllabus of the examination, and

(*c*) the percentage of marks to be obtained for passing the examination ;

(ii) make all arrangements for the actual conduct of the examination ;

(iii) arrange the successful candidates in order of merit ; and

(iv) publish the results in the *Fort St. George Gazette* :

Provided that the Commission shall not undertake any duties under this section in respect of an officer of an All-India service or of any other officer appointed by the Secretary of State in Council or the Governor-General in Council save with the general or special approval of

the Governor-General in Council or in the case of persons appointed by the Secretary of State in Council, of the Secretary of State in Council.

CHAPTER V.—FUNCTIONS OF THE COMMISSION IN REGARD TO DISCIPLINARY CASES.

Extent of application.

14. The provisions of this chapter shall not apply to any person in the Civil Service of the Crown in India other than a member of a provincial or subordinate service or the holder of a special post under the administrative control of the Local Government.

Appeals.

15. The Local Government shall—.

(i) before considering any appeal presented to them under the rules made in that behalf under sub-section (2) of section 96-B of the Government of India Act against any order

(*a*) of censure,
(*b*) withholding an increment or promotion,
(*c*) of reduction to a lower post,
(*d*) of suspension,
(*e*) of removal, or
(*f*) of dismissal, or

(ii) before passing any original order

(*a*) withholding an increment or promotion,
(*b*) of reduction to a lower post,
(*c*) of removal, or
(*d*) of dismissal,

consult the Commission in regard to the order to be passed:

Provided that it shall not be necessary for the Local Government to consult the Commission in any case

(*a*) relating to the termination of probation,

(*b*) relating to the reversion to his permanent post of an officer officiating in a higher post,

(*c*) relating to the termination of the employment of any officer in accordance with the terms of his contract of employment, or

(*d*) in which the Commission has, at any previous stage, given advice as to the order to be passed and no fresh question has thereafter arisen for determination

Memorials.

16. The Local Government may consult the Commission as to the orders to be passed on any memorial

submitted to them by any person to whom the provisions of this Chapter apply.

Records to be sent to Commission on reference.

17. In any case in which the advice of the Commission is sought under section 15 or 16, the record of the case shall be forwarded to the Commission and the opinion given by the Commission shall form part of the record of the case and shall be communicated to the officer or officers concerned along with the orders of the authority empowered to pass orders on the case.

PART III

CHAPTER VI.—MISCELLANEOUS.

Vacancy not to invalidate acts of Commission.

18. The proceedings of the Commission shall not be invalidated by any vacancy in the office of the Chairman or a member.

Expenditure to be defrayed from provincial revenues.

19. The salaries referred to in sections 5 and 6 and the expenditure incurred under section 7 shall be defrayed from the provincial revenues of the Local Government.

Annual report to be presented to Local Government.

20. Within six months of the end of each financial year the Commission shall present to the Local Government a report on its proceedings during such financial year and the report shall be brought up by the Local Government for the consideration of the Legislative Council.

Power to make rules.

21. (1) The Local Government may make rules to carry out all or any of the purposes of this Act and not inconsistent therewith.

(2) In particular and without prejudice to the generality of the foregoing power, the Local Government may make rules prescribing the procedure to be adopted by the Commission.

(3) Rules made under this section shall be published in the *Fort St. George Gazette* and laid in draft before the Madras Legislative Council for a period of three months while the Council is in session and shall on the expiry of such period be republished and upon such re-publication take effect as if enacted in this Act.

MADRAS : PRINTED BY THE SUPERINTENDENT, GOVERNMENT PRESS—3-12-1930.

Appendix F G—1

SUBJECT.....

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Section C. R. B

File No.

Serial No.

No. Pol. 1050

Diary No. of letter replied to.....3391.....

General and Revenue Secretariat

( )

the *193*

To

The Secy to the Hon'ble the Resident in Mysore

Date of issue.....17/4/31.....

Signed by.....M. R. M.....

Sir,

I am directed to acknowledge with thanks the receipt of the two copies of the Madras Service Commission Act (XI of 1929) and two copies of G.O. dated 25th April 1930 containing the rules made under section 21 (2) of the Act, received with your letter No. 2556/74 of 1917 dated 9th April 1931.

I have &c

Ca 16/4

for Chief Secretary to Govt

Dtms. 16/4/31.

List of enclosures.....

Copied by.....

Examined by.....

[over

Appendix F G—1

SUBJECT.....

Diary No. of letter replied to.....3397.....

General and Revenue Secretariat
( )
the 195

Date of issue.....14.4.31.....

Signed by.....M Crm A.....

List of enclosures.....

Copied by.....

Examined by.....

Section C.R.B.

*File No.

Serial No.

No. 4566/CRB

Confdl

To

The Inspector General of Police

Sir,

I am directed to forward herewith ~~a copy of the~~ an extract from proceedings of the meeting of the Central Recruitment Board held on the 4th December 1930 together with copies of the Manual of Recruitment Rules now in force in Mysore and the Madras Service Commission Act of 1929 and rules framed thereunder since received through the Resdt of

I have etc

[over

WD 02559—GPB—25,000—25-6-30

Secy C.R.B.
21/4

POLICE DEPARTMENT

☆ 3590
Lo. No 3

Tel. Address : "ALACRIS"
PHONE NO. 298

No.
Encs.

CENTRAL RECRUITMENT BOARD, 5 - MAY 1931 No.

From

OFFICE OF THE INSPECTOR-GENERAL OF POLICE IN MYSORE,

Dated Bangalore. 5th May, 1931.

F. A. HAMILTON, ESQ., C.I.E.,
INSPECTOR-GENERAL OF POLICE IN MYSORE,
BANGALORE.

To

C.E. Noronha, Esq., M.A.,
Secretary,
Central Recruitment Board,
BANGALORE.

SIR,

Reference:-- Your letter No.4566/C.R.B. dated 27th April, 1931.

I have the honour to request that a copy of the Madras Staff Selection Board Rules may be sent to me for reference, as the Public Services Commission deals only with Gazetted Officers..

I have the honour to be,
Sir,
Your most obedient servant,

INSPECTOR GENERAL OF POLICE.

Appendix F G—1

SUBJECT.....

.....

.....

Section

File No.

Serial No.

No. 503 8/CRS
End 3

Diary No. of letter replied to.....

General and Revenue Secretariat
( )
the *193*

To

The D. C. of P. Salem

Date of issue 21-5-31

Signed by.....

Sir

As desired in
letter reference to
letter dated 5th May
1931, I am directed to
forward herewith a copy
the ~~Report~~ marginally noted
Copies of report etc relating to
the working of the Staff Selec
tion Board received from
the Residency ~~on 23rd December 1928~~

I have etc

2 15/5/31
Secy. C. & R. D.

1 Report of a committee appointed to enquire into the working of the Staff selection Board instituted in 1920 for the recruitment of candidates for the Imperial Secretariat and its attached offices
2 G.O. No. 76 G & S. 2-2-1928 of Govt of Madras
3. Extract from letter Ref No. 2424-28 G 21-11-28 from the Commr. of Coorg to the Secy to the Chief Commr. of Coorg.

List of enclosures.....

Copied by.....

Examined by.....

25/5/31

16/5

[over

POLICE DEPARTMENT 19.107 C.R.B.

Tel. Address "ALACRIS"
PHONE No. 298
No. G.C. 54/31-32
Encs. 8 copies

OFFICE OF THE INSPECTOR-GENERAL OF POLICE IN MYSORE,

Dated Bangalore, 8th July, 1931.

From

F. A. HAMILTON, ESQ., C.I.E.,
INSPECTOR-GENERAL OF POLICE IN MYSORE,
BANGALORE.

CENTRAL RECRUITMENT BOARD
To
3 - JUL 1931
No. Ce/107

C.E. Noronha, Esqr., M.A.,
Secretary,
Central Recruitment Board,
BANGALORE.

SIR,

In forwarding herewith 8 copies of the notes to form the basis of discussion of the Committee of the Central Recruitment Board appointed to consider the improvement in the methods of recruitment, I have the honour to request you to kindly circulate the same to the members of the Committee and to call a meeting at an early date.

I have the honour to be,
Sir,
Your most obedient servant,

INSPECTOR-GENERAL OF POLICE.

Note to form the basis of discussion of the Committee of the Central Recruitment Board appointed to consider the improvement in the methods of recruitment.

The Committee may examine its answers to the consideration only of the duties at present appertaining to the Central Recruitment Board.

I. The appointments with which the C.R.B. is concerned are specified in Rule 9 of the Recruitment Rules wherein appointments are divided into the following four classes:-

1. Appointments carrying a pay of Rs. 50/- & above
2. Appointments on a pay of Rs.40/- & above but less than Rs.50/
3. Appointments on a pay of Rs.25/- & above but less than Rs.40/
4. Appointments on a pay less than Rs.25/-

The qualifications required for entrance into each of these are given in Rule 10 which is as follows:-

(The minimum educational qualifications required for the several classes of appointments are as follows)

For Class I:- A Degree of the Mysore University or of any other recognised University.

For Class II:- A pass in the Intermediate examination of the Mysore, or any other recognised University or the First Year B.A.Certificate examination of the Mysore University under the old rules or a promotion to the Second Year B.A.Class.

For Class III:- A pass in the S.S.L.C.Examination

For Class IV:- A pass in the Lower Secondary examination or a certificate of having studies in the VIth Form of a recognised Kannada or English High School.

II. From a review of the Rules of the Recruitment Board it is gathered that the method of recruitment is roughly as follows:-

(i) All vacancies of more than 3 months' duration are registered by the Head of the Office concerned and reported to the C.R.B. which thereon advertises in the Gazette for applications which are - amalgamated and sent to the Appointing Officer who in turn, summons the candidates and is required to select the best available candidate

In departments wherein the proportion of appointments held by communities other than Brahmins is less than 50 %, 3 out of ~~xxx~~ every 4 vacancies are to be directly recruited are regarded as "Special" and the 4th as "General" and where the proportions are equal, there should be 2 "Special" to 1 General vacancy. That is - from ⅔ in the first case and 2/3 in the second - Brahmins are excluded and in the balance of vacancies Brahmins appear for selection along with other classes :- Rule 14 (b)

VI. A further rule regarding recruitment is operative : in the case of Special vacancies open to candidates of the Backward classes (i.e. classes other than the Brahmin) candidates of the Depressed classes possessing the minimum qualifications prescribed should be shown the preference over candidates of all other communities though the latter may possess higher qualifications :- (Rule 24 (b)

This rule implies that in the presence of a qualified candidate from the Depressed classes all other candidates of whatever community must be excluded.

VII. Certain appointments in technical departments are excluded from the operation of the C.R.B.Rules (Rule 8) and a further privilege is assigned to the Depressed Classes by Rule 24 (d).

VIII. The volume of work undertaken by the C.R.B. may be gauged from its report for the year 1929-30. From this it will be seen that the total number of vacancies advertised through its agency in that year was 2640. From another statement obtained from its Secretary the average number of appointments made in a year judged from the figures for the years 27-28, 28-29, 29-30 - is --

Class	I	192
"	II	149
"	III	631
"	IV	1072

These figures give a total of 2,000.

(ii) Pending the appointment of a permanent incumbent temporary arrangements may be made by the Appointing Officer.

III. It is for consideration whether this method of recruitment is not both cumbersome and dilatory in its action. The fact that temporary arrangements may be made pending the selection of a permanent incumbent indicates the lapse of a considerable period before the desired selection can be made. Further, the appointment of a temporary substitute implies a double change, the temporary being ousted by the permanent hand, a state of affairs which must be productive of unwholesome conditions and un-satisfactory work. Further again, the selection of a candidate from among many who may be resident at a considerable distances from Bangalore involves rejected candidates in considerable expenses and waste of time, more especially when it is known that the same candidate applies successfully (and unsuccessfully) for appointment first to one and then to another department.

IV. It is felt that the delay in making permanent appointments can be remedied by the adoption of the system of recruitment out-lined below. It must be realised, however, that there must continue to be made to some extent temporary appointments in vacancies of short duration and, while deprecating the creation of a floating staff of casual hands going from department and department with uncertain prospects, with the sense of discipline undeveloped and interest in the work non-existent, it must be recognised that this state of affairs can only be remedied by the creation of a Reserve of hands, a course which the unsatisfactory condition of the finances of the State inhibits. The Committee should aim to minimise this evil while recognising that it cannot wholly eliminate it by its proposals.

V. To meet the communal question and provide for the equality of representation in the State services the following rules have been adopted by the G.O.M.

Some idea of the volume of work undertaken by the Board may be gained from these figures. This knowledge may be added to by the statement that for these appointment a total of 13,002 applications from qualified candidates were received. It is not stated, however, how many of these applications were duplicated; that is, how many times the same candidates renewed their applications for different posts. As this practice appears to be general some reduction in the number of applications to be dealt with would result were duplication eliminated.

IX. The chief task set before this Committee is to devise some new method of recruitment which will eliminate delay in filling vacancies and provide a constant stream of recruits to the different departments of the State. As has been said above, it may be difficult to prevent the existing of a floating staff obtaining temporary employment possibly in a variety of offices from time to time but as the individuals so filling temporary vacancies may be drawn exclusively from candidates selected for employment each will in time obtain a permanent situation. For the main purpose in view as well as for this ancillary purpose, the compilation of a list of approved candidates, this list being constantly added as new applicants appear for selection should, it is thought, provide a constant and readily available stream of candidates to fill permanent vacancies as they occur.

X. It remains to consider how such a list may be brought into existence and be maintained and what machinery will be necessary for the purpose -

A system may be out-lined :-

(i) The formation of a body which only be styled a Staff Selection Board - composed, say, of a Member of Council, a Chief Secretary to Government and Heads of Departments, or a quorum of such officials assisted by non-official members might be formed at the head-quarters of Government to make selections of candidates appearing before them, the names of approved candidates being placed

on a list giving full information as to their qualifications, caste, residence, native place, age and such other information as may be of use to selecting officers, the candidates being divided in classes as laid down in the present Recruitment Rule 9.

(ii) This Central Board might be supplemented by District Boards each presided over by the Deputy Commissioners and being composed of such officers as the D.E.C., D.S.P., D.F.O. etc., with selected non-officials. Such District Boards might make selection of candidates resident in the district concerned. This would leave the Central Board to select only candidates from Bangalore and to approve of candidates selected by the District Boards.

(iii) From the list compiled by the Staff Selection Board appointing officers would then select candidates on the approved list adhering to any order of communal rotation that may be introduced.

XI. The following points are placed before the Committee for its consideration in regulating the proposed system of recruitment :-

(i) Whether appointments to the candidates selected for Ministerial and Executive services should be classed separately for purposes of recruitment

(ii) Whether the existing classes of appointment with the existing general educational qualifications required for the several classes may be maintained;

(iii) Whether exemptions from the recruitment rules should be eliminated save in the cases of appointments requiring technical knowledge as in the Railway and Electrical Departments and the Government Press and then only in cases of posts where technical knowledge is essential ;

(iv) Whether when permanent appointments are made by promotion the individuals promoted should have passed the departmental tests required in the case of direct recruits to the class of appointment in question ;

(v) Whether the existing rules regarding Special and General vacancies be abolished and recruitment by rotation on some such basis as is exemplified below be substituted ;

1. Non-Brahmin Hindu
2. Mohammedan
3. Non-brahmin Hindu
4. Anglo Indian or Christian
5. Brahmin
6. Non-brahmin Hindu
7. A member of other communities
8. Non-brahmin Hindu
9. Mohammedan
10. Non-brahmin Hindu
11. Anglo Indian or Christian
12. Brahmin.

(NOTE:- Should the rotation of appointment not meeting the needs of the case judged from the standard of population of communities another more suited to local circumstances may possibly be devised.

Should such a rotation of recruitment be adopted it may be laid down that in the event of a member of the particular community whose turn it is to be selected not be available, a member of the community next in sequence on the list may be chosen, the next succeeding vacancy going to a member of the community omitted and the following vacancy to the next community but one and so on.)

(vi) Whether transfer from an appointment in one department to that in another should be regarded as direct recruitment in any case

(vii) Whether in making temporary appointments the order of communal rotation should be followed so far as is possible;

(viii) Whether Appointing Officers should select candidates from the district to which the candidate selected is to be appointed or whether candidates should be selected from the General list.

(ix) Whether approved candidates on appointment should be placed on probation;

XII. The Committee may, further, consider the constitution and functions of the Staff Selection Board should the formation of such a body be proposed.

Touching on the matter of its functions, these might be similar to those exercised by the C.R.B. and be declared as follows:-

i. To invite applications for the various classes of posts and to select approved candidates either of itself or through District Boards.

ii. To compile & circulate lists approved candidates to appointing officers.

iii. To scrutinize the appointments made to determine whether the Rules have been adhered to

For this last purpose it will be necessary to require Appointing Officers to report the appointments made by them to the Secretary to the Board. Such reporting of appointments will in any case be necessary in order that the list of approved candidates may be kept up-to-date.

D.107

D.O. No. 376/CRB GENERAL AND REVENUE SECRETARIAT

Dated, Bangalore, 16th July 1931.

Dear Sir,

With reference to your letter No.Gc.54/31-32 dated 8th July 1931 forwarding 8 copies of the notes to form the basis of discussion of the committee of the Central Recruitment Board appointed to consider the improvement in the methods of recruitment and requesting me to circulate the same among the members of the committee and call a meeting at an early date, I am desired to request you kindly to intimate what date and time would suit you to hold the meeting. In fixing the date, I am to request that atleast a week's time may be allowed for giving notice to moffusil members.

Yours sincerely,

Draft) Ce 16/7
16.7.31

To

F.A. Hamilton, Esq., C.I.E.,
Inspector-General of Police in Mysore,
BANGALORE.

1 222

F. A. HAMILTON, Esqr., C.I.E.,
INSPECTOR-GENERAL OF POLICE
IN MYSORE
++++

Bangalore, 18

Dated 18th July, 1931.

D.O. No. G.C. 54
31-32

Ce
18/7
Immediate

Dear Sir,

With reference to your D.O. No. 376/C.R.B. dated 16th July, 1931, I write to say that Monday the 27th July, 11 A.M. may be fixed for the meeting. I request that you will kindly arrange for a room for the meeting in the Secretariat as there is no room in my office to hold the meeting

Yours Sincerely,

F. A. Hamilton

To

C.E. Noronha, Esqr., M.A.,
Secretary,
Central Recruitment Board,
BANGALORE.

61-

Nos. 414-17/C.R.B. Dated, 21 July 1931.

To

1. Mr. F.A. Hamilton, C.I.E.,
(Chairman)
2. " R. Ranga Rao, B.A., B.L.,
3. " D. Ry. Mallappa, M.L.C.,
4. " Sylvester Paris, B.A.,
5. " H.B. Gundappa, B.A., LL.B.,
6. The Secretary, C.R.B.
(Secretary)

The Members of the Special Sub-Committee of the Central Recruitment Board.

Sir,

I am to direct to inform you that A meeting of the Special Sub-Committee of the Central Recruitment Board will be held in the office room of the General Secretary to Government in the Old Public Offices, Bangalore on Monday the 27th July 1931 at ~~11 A.M.~~ 3 P.M. A note to form the basis of discussions of the Committee together with a copy of the Central Recruitment Board Manual is sent herewith.

I am also to note in the margin the abstract of the subject proposed to be placed before the Committee at the ensuing meeting for considering the possibility of selecting candidates for vacancies out of a standing list of approved candidates to be maintained by the Unit Officers.

I have etc.,

for
SECRETARY,
Central Recruitment Board.

Subject is A.11

This will be recorded in the ram copy to be sent to the D by P

Proposal of the Registrar, Mysore University, Mysore in the matter of filling up temporary vacancies occurring in the middle of a Session by the University without advertisement through the C.R.B.

20.7.31

Copy to the Regr, G.R.L. for kindly ordering necessary seating arrangement

Copy submitted to Chairman for information with reference to D.O. Let No. G.C. 54/31-32 dt 18.7.1931.

414

OFFICE OF THE
INSPECTOR-GENERAL OF POLICE IN MYSORE.

Bangalore. 4th August 1931.

Please send copies to the members early

Dear Sir,

I am desired to ~~forward~~ return herewith the proceedings of the meeting of the Special Sub Committee of the Central Recruitment Board held on Monday the 27th July 1931 at 3 P.M. with the approval of the Chairman of the Sub Committee.

Yours sincerely,

K L Somappa.

To

C.E.Noronha,Esq.,M.A.,

Secretary,

Central Recruitment Board,

Bangalore.

D 222
C.R.B

Proceedings of the meeting of the Special Sub Committee of the Central Recruitment Board held on Monday the 27th July 1931 at 3 P.M.

Present.-

F.A.Hamilton, Esq., C.I.E.,
Inspector General of Police
in Mysore Chairman.

1. R.Ranga Rao, Esq., B.A., B.L.,
General Secretary to Government
2. Sylvester Pais, Esq., B.A.,
3. D.S.Mallappa, Esq.,
4. H.B.Gundappa, Esq., B.A., B.L.,

Charles E. Noronha, Esq., M.A.,
Secretary.

The note furnished to the members to form the basis of discussion of the Commi for the improvement of the present method of recruitment, was taken up for discussion.

There was a general and informal discussion on the existing system of recruitment both here and elsewhere.

The General Secretary, at the outset, observed that much of the work of the Central Recruitment Board ~~may~~ might be reduced by delegating some more powers to the appointing authorities in the matter of recruitment.

Messrs D.S.Mallappa and H.B.Gundappa thought that such an arrangement would entail virtually the entrusting of powers of appointment to the local authorities, so far as selection of candidates from

the Districts was concerned. If the Central Board had to approve only of candidates selected by local authorities there would be an opportunity for the local authorities to make appointments as they liked and not in conformity with the rules of recruitment.

It was, however, explained by the General Secretary that no apprehensions need be felt in that direction as strict instructions would be issued to local authorities not to deviate from the recruitment rules.

The main subject, the discussion of which was a comprehensive one, was the rotation system of recruitment as suggested in the Note - viz., XI (v)

"Whether the existing rules regarding Special and General vacancies be abolished and recruitment by rotation on some such basis as noted below be substituted:-

1. Non-Brahmin Hindu
2. Mahomedan
3. Non-Brahmin Hindu
4. Anglo Indian or Christian
5. Brahmin
6. Non-Brahmin Hindu
7. A member of other communities
8. Non-Brahmin Hindu
9. Mahomedan
10. Non-Brahmin Hindu
11. Anglo Indian or Christian
12. Brahmin.

Messrs: D.S.Mallappa and H.B. Gundappa pointed out the inconvenience and injustice likely to be caused by such a system. They feared that each --- community would not derive the full

benefit of recruitment. They were, therefore, of the opinion that the number of appointments may be fixed once for all so that each community may be assured of a definite number of posts. They added that this should be done according to the population and qualification basis, and also suggested certain additions to the above list including Vaisyas and Lingayets. The General Secretary pointed out that there would be a number of diificulties arising out of this arrangement as the list would be very long and cumbersome if every community ~~is~~ were included in it. He said that the above suggestions were made only to increase the percentage of non-brahmins in service, but that the modification proposed would not be of advantage to the different communities.

Finally, as the question of the representation of all communities in service was a very difficult and complicated one, the non-official members were requested to meet together, discuss all the details and suggest a workable ---- scheme so as to satisfy all the communities, for the consideration of the Committee at its next meeting.

XI. "(i) Whether appointments to the candidates selected for Ministerial and Executive services should be classed separately for purposes of recruitment.

The Non-official members agreed to the general principle.

"(ii) Whether the existing class of appointment with the existing general educational qualifications required for the several classes may be maintained."

The members agreed to the above.

"(iii) Whether exemptions from the recruitment rules should be eliminated save in the case of appointments requiring technical knowledge, as in the Railway and Electrical Departments and the Government Press, and then only in cases of posts where technical knowledge is essential

The General Secretary said that the object was only to get more non-brahmins into service.

(iv) Whether transfer from an appointment in one department to that in ---- another should be regarded as direct recruitment in any case.

Mr. D.S.Mallappa said that there should be no objection to people in one department being transferred to another if they thought that they could get permanent posts and promotion by such transfer. After some discussion he suggested that discretion may be left to the Heads of Departments concerned.

"(vii) Whether in making temporary appointments the order of communal rotation should be followed as far as possible."

The consideration of this ----,

question was deferred, pending receipt of proposals regarding recruitment by rotation.

"(viii) Whether appointing Officers should select candidates from the District to which the candidate selected is to be appointed or whether candidates should be selected from the General list.

The non-official members were of opinion that selection from Districts may be done as far as possible.

"(ix) Whether approved candidates on appointment should be placed on probation."

Consideration of this point was deferred pending receipt of proposals regarding recruitment by rotation.

"(xii) The Committee may, further, consider the constitution and functions of the Staff Selection Board, should the formation of such a body be proposed.

The Committee agreed to the formation of a Staff Selection Board. During the course of the discussion the Chairman suggested that the Secretary to the ---- Central Recruitment Board may be The Secretary to the Staff Selection Board.

Additional Subject re:- filling up temporary vacancies occurring in the middle of a session by the University without advertisement through C. R Board.

Resolution:- Deferred to be brought up at the next meeting.

It was decided that the next meeting be held on the 10th August at 3 P.M. with the following Agenda:-

Recruitment to service by rotation.

Staff Selection Board, its constitution and functions etc.

The meeting terminated at 5 P.M.

18

Secretary,
Special Sub-Committee of the C.R.B.

XR

reply please quote

640-4/C.R.B.

THE CENTRAL RECRUITMENT BOARD,

PUBLIC OFFICES,

Dated, Bangalore, 6 - 8 - 31

From

The Secretary, Central Recruitment Board.

To

The Members of the Special Sub Committee of the Central Recruitment Board.

Sir,

I am directed to forward herewith for information a copy of the Proceedings of the Special Sub Committee of the Central Recruitment Board held on the 27th July 1931. I am to add that the next Special Sub Committee meeting will be held on the 10th August 1931 at 3 P.M.

I have the honor to be,

Sir,

Your most obedient servant,

Draft)

Secretary,
Central Recruitment Board.

OFFICE OF THE
INSPECTOR-GENERAL OF POLICE IN MYSORE.

D.O. No. G.C. 54
31-32
Encl: one

Bangalore, Dated 5th August, 1931/32

Please put up
draft reply in
what it is
proper for
Chairman to
write in
reply to
this letter
ee 6/8

Dear Sir,

I enclose herewith a copy of letter dated 4th August, 1931 from Mr. D.S. Mallappa. With reference to this letter I write to say that I am not disposed to postpone the date of the meeting unless such a step is imperative

Yours Sincerely,

Chairman of the Sub-committee of the
Central Recruitment Board.

To

C.E. Noronha, Esqr., M.A.,
Secretary,
Central Recruitment Board,
BANGALORE.

Letter dated 4th August, 1931 from Mr.D.S.Mallappa, Tiptur, to the Chairman of the sub-committee of the Recruitment Board.

The meeting of the sub-committee of the Central Recruitment Board was fixed at the last committee meeting for the tenth of this month. I now request you to kindly alter it to twelfth. That day alone Mr. R. Ranga Rao had no objection either for tenth or for twelfth. I have requested Mr. H.B. Gundappa gowda to agree for the change of date. I think that he will accept the change. Even Mr. Pais may agree for the change. I request you to kindly see your way to comply with this request and fix it for twelfth between 12 Noon and 2-30 P.M. After three I have other work. If you find it rather inconve--nient to have the meeting between 12 and 2-30 I have no objection for the morning. As I have other engagements I am making this request.

Hoping to be excused for the trouble, With kind regards,

"Copy"

Chairman of the sub-committee of the Recruitment Board.

Appendix F G–1]

SUBJECT .....

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Section

File No.

Serial No.

Diary No. of letter replied to.....

No. 657/CRS

To

D. S. Mahappa Esqre.
Jiptur.

General and Revenue Secretariat

( )

the *193*

Date of issue 6/8/31

Signed by .....

Sir,

With reference to your letter dated 4th August 1931 addressed to ~~the~~ of the CRS the Chairman of the Special Sub-Commit requesting that ~~in the matter of postponing the date of~~ the meeting of the ~~Special~~ Sub-Committee may be postponed ~~of the Recruitment Board~~ from the 10th to 12th instant, I am directed to ~~state~~ state, with regret, that it is not possible to comply with your request.

I have etc
C.S.
for
Secretary
Spl. Sub Committee

Copy sent to the Chairman for information
C.S.
for

DMMS

List of enclosures.....

Copied by.....

Examined by.....

6/8/31

Draft of the telegram proposed to be issued to Mr. Sylvester Pais, member of the Special Sub-Committee.

Sylvester Pais - Bijoy - Mangalore.

Sub-Committee meeting postponed sinedie.

Secretary, Recruitment Board.

17/8/31

7/8

Appendix F G–1]

SUBJECT.....

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Section

File No.

Serial No.

Diary No. of letter replied to.....

No. 686-9/CRB

To The Members of the Special Sub-Committee of the CRBd

General and Revenue Secretariat

( )

the *193* .

Sir,

In continuation of this Office letter no 6740-4 C.R.B. dated 6th August 1931, intimating that the next meeting of the Special Sub Committee of the Recruitment Board will be held on the 10th August 1931 at 3. P.m, I am directed to state that it has since been decided to postpone the said meeting sine die

I have etc

Secretary

Special Sub Committee

Date of issue 7/8/31

Signed by M C

List of enclosures.....

Copied by.....

Examined by.....

Copy submd to the Chairman for information

7/8/31

Draft of the telegram proposed to be issued to Mr. Sylvester Pais, Member of the Special Sub-Committee, CRB.

Sylvester Pais

Adinkere Estate

MUDIGERE

Special Sub-Committee meeting 4th Septemb

31/1

Secretary

Recruitment Board

In reply please quote

No. 1336-42/C.R.B.

THE CENTRAL RECRUITMENT BOARD,

PUBLIC OFFICES,

Dated, Bangalore, 31st August 31

From

The Secretary, Central Recruitment Board.

The Members of the Special Sub-Committee
of the Central Recruitment Board.

Sir,

In continuation of this office letter No.686-9/CRB dated 7th August 1931 intimating that the ~~meet~~ meeting of the Special Sub-Committee of the Central Recruitment Board has been postponed sine die, I am directed to state that it has been decided to hold the meeting on Friday the 4th September 1931 at 3 P.M.

(and in continuation of telegram of even date)

I have the honour to be,

Sir,

Your most obedient servant,

Draft) 31/8

SECRETARY,
Central Recruitment Board.

Copy submitted to the Genl. Secty.

Copy submitted to the Chairman, Special Sub-Committee of the Central Recruitment Board for information.

Appendix F G—1]

SUBJECT .....

.....

.....

Section C. R. B.

File No.

Serial No.

Diary No. of letter replied to .....

No 1469-73 / CRB

To The Members of the

Special Sub Committee of the C.R.Bd.

Sir.

As resolved at the meeting of today, I am directed to state that the ~~date for~~ Special Sub-Committee of the Central Recruitment Board will meet next on the 24th instant at 3 P.M. in the Chief Secretary's Office, when the ~~same~~ subjects on the Agenda of today's meeting will be taken up for consideration. ~~It is expected that you will kindly arrange~~ I am to request you to be so good as to meet if convenient to be present at the meeting.

General and Revenue Secretariat

( )

the *193*

Date of issue 4/9/31

Signed by M Chs

List of enclosures .....

Copied by .....

Examined by .....

I have the
Ce
4/9
Secy
Hons

WD 71—GPBM—40,000—20-7-31.

In reply please quote
No. 1469-7/3 C.R.B.

THE CENTRAL RECRUITMENT BOARD,

PUBLIC OFFICES, ~~4th September 31~~

Dated, Bangalore, 4th September 1931

From

The Secretary, Central Recruitment Board.

To

F. A. Hamilton; Esq., C.I.E.,
Inspector General of Police in Mysore
Bangalore
The Members of the Special
Sub Committee
of the C.R.B.

Sir,

As resolved at the meeting of today, I am directed to state that the Special Sub Committee of the Central Recruitment Board will meet next on the 24th instant at 3 P.M. in the Chief Secretary's office, when the subjects on the Agenda of today's meeting will be taken up for consideration. I am to request you to be so good as to make it convenient to be present at the meeting.

I have the honor to be,

Sir,

Your most obedient servant,

Draft)

Secretary,
Central Recruitment Board.

Copy sent to Chairman for information
4/9

In reply please quote
No. 1768/C.R.B.

THE CENTRAL RECRUITMENT BOARD,

PUBLIC OFFICES,

Dated, Bangalore, 23. 9. 31

From

The Secretary, Central Recruitment Board.

To

B. Nagappa, Esq., Bar-at-Law.,

Basavangudi, Bangalore.

Sir,

I am directed to state that the meeting of the Special Sub Committee of the Central Recruitment Board will be held on the 24th instant at 3 P.M. in the Chief Secretary's office and to request you to kindly make it convenient to attend the meeting.

A copy of the ~~xxxxxx~~ note to form the basis of discussion and a copy of the proceedings of the meeting held on 27th July 1931 is sent herewith.

A copy of the Manual of Recruitment Rules is also enclosed.

I have the honor to be,

Sir,

Your most obedient servant,

28/9

Secretary,
Central Recruitment Board.

No. 1768/L.N.B.

To,

B. Nagaraja Esq Bar.-at-Law

Basavangudi.

Bangalore

L.N.B. office, Bangalore 23-9-31

23.9.31

D.O. No 2684/CRB with our file Dt 5/11/31

Dear Mr. Hamilton,

As promised at Mysore I am sending herewith the file relating to the Proceedings of the special Sub Committee of the Central Recruitment Board to help you in drafting the report.

I am sorry the file could not be sent earlier as it was required during the session of the Representative Assembly.

I have included the subject in the Agenda of the next meeting of the Central Recruitment Board to be held on the 12th instant and it would be well if you could possibly have the report --- ready by that time.

Yours sincerely,

C
5/4

C. R. B.

Office of the
Inspector General of Police in Mysore,
D.O.No. C.C. 33/31-32. Dated (Camp) Bhaklespur 7-11-31.

10. 11. 1931.

Dear Mr.Norohna,

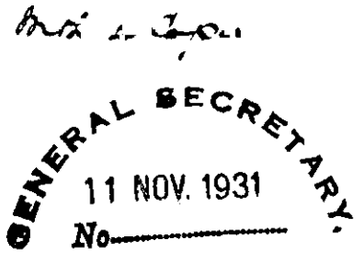
I send herewith consolidated note on the decisions of the Sub Committee appointed to consider the establishment of a Staff Selection Board. As the note is required urgently I have had to put it in the simplest form and have given the spirit of the Resolutions agreed upon rather than the actual word as recorded in the proceedings of the Sub Committee as I find, if my memory does not mislead me, that these are not entirely complete. There will scarcely be time to circulate the note amongst members of the Sub Committee before the meeting on the 12th instant, but I do not think that on any material point does it diverge from the opinions expressed or the findings carried out.

You will see that I have added to the Resolutions explanatory notes wherever I have thought these were needed as in certain cases some elucidation of the resolutions seem appropriate.

In my tribulation I may slightly have disarranged your file, for that I apologise.

I am on tour and will not be present at the meeti of the Central Recruitment Board on the 12th if the Member will be pleased to excuse me. I believe that you and Mr.R. Ranga Rao will be able to afford any explanations on the pr ceedings of the Sub Committee that may be needed.

Yours sincerely,



Proposals for the formation of a Staff Selection Board in the Mysore State.

****

At a meeting of the Central Recruitment Board held on the 11th December 1930, a Sub Committee was appointed to go into the whole question of recruitment and see whether the Rules relating to the Staff Selection Board and the Public Services Commission now in force in Madras could not be adopted in Mysore with suitable modifications since the annual report of the Recruitment Board disclosed that the progress achieved in the matter of recruitment to the Public Service for the past ten years had not been appreciable i.e. it had failed to adequately reduce the predominance of Brahmins in the public servic

When the required documents had been obtained from Madras it was decided at a meeting of the Central Recruitment Board held on the 22nd May 1931, that a meeting of the Special Sub Committee might be held in the month of July.

The Sub Comittee as originally constituted composed the following members:-

1. The Inspector General of Police in Mysore (Chairman).
2. Mr.R.Ranga Rao, B.A.,B.L., General Secretary to Govt. of Mysore.
3. Mr.D.S.Mallappa,
4. Mr. Silvester Paid and
5. The Secretary to the Central Recruitment Board

At the meeting of the 22nd May the name of Mr.B.Gundappa was added and later that of Mr.B.Nagappa, Bar-at-law.

The Sub Committee held meetings on the 27th July and the 24th September and now presents its report.

The following was the sense of the Resolutions agreed upon in the Sub Committee:-

i) That a Central Staff Selection Board be formed at the Head Quarters of Government to deal with all applications arising in Bangalore City and District with all nominations received from District Boards.

ii) That Staff Selection Boards be constituted in each District to deal with applications arising locally and forward their nominations for appointment to the Central Board.

iii) That all Staff Selection Boards comprise Non-officials in the proportion of 60% of its members.

iv) That the Central Board compile a list of selected candidates detailing their caste, native place, qualifications and the appointment they are willing to accept and that appointing officers fill appointments from this list adhering strictly to the system of communal rotation given below.

v) That the existing classes of appointments with the existing minimum educational qualifications be maintained.

Note:- Though this Rule implies selection by classes of appointment, the list to be prepared by the Central Board can hardly be prepared by classes since a candidate with better qualifications than the minimum may be ready to accept an appointment for which lower qualifications are needed than those he possesses. Hence in the list provision is made for candidates stating what appointments they are willing to accept. In making appointments, however, appointing officers must be required to adhere to the Rule of communal rotation and may not

depart from it merely because a candidate of another community with superior qualification offers himself.

vi) That in making appointments, appointing officers adhere to the following communal rotation. Appointments being distributed amongst the various communities in the following proportions:-

Major communities

Vokkaligas Depressed classes Lingayets	five appointments	

Minor communities

All others except Brahmins	five	do.
Brahmins	two	

Note:- The appointments are distributed on the basis of proportion to population. In applying the Rule, appointments would be made in the following order:-

Major	community
Minor	"
Major	"
Minor	"
Major	"
Brahmin	"
Minor	"
Major	"
Minor	"
Major	"
Brahmin	"

It would be open to an appointing officer to begin at any point in the list, but having begun the order should be adhered to.

vii) That in following the order of communal rotation, a rotation should, so far as is possible, be observed among the various Sub selections of the Major and Minor communities on the basis of proportion to population.

viii) That if for want of a suitable candidate a vacancy due to any community be filled by a candidate of another community, the next vacancy falling to the groups should go to the community not provided for, provided a

qualified candidate of that community is available.

ix) That in making temporary appointments the order of communal rotation should be followed so far as is possible.

x) That appointing officers should select candidates belonging to the District in which the vacancy arises.

Note:- This resolution was based on the opinions of the Non-official members. It might lead to unnecessary restrictions in the matter of selections. Moreover, it is not always advisable to fill offices with persons with strong local connections.

xi) That in the case of offices with small establishments, several such offices may be grouped together in order to apply the system of communal rotation.

xii) That ministerial and executive appointments should be classed separately.

xiii) That the appointment of an officer in one department to a higher appointment in another department be left to the discretion of Heads of Departments.

xiv) That no exemptions from the Rules be granted save in the case of appointments requiring technical knowledge as in the Railway and Electrical Departments and the Government Press and then only in such cases as technical knowledge is essential.

xv) That all appointments should be made on probation provided that should a probationer be eliminated, the appointment should go to a member of the same community.

xvi) That the activities of the Staff Selection Board extend to all Departments and to all Dists.

xvii) That a special record of appointments made under the Scheme be maintained.

xviii) That the Scheme be tried in the first instance for a period of three years.

xix) That appointments on a pay of over Rs.100/- should also be brought within the purview of the Board.

The reason for which the Sub Committee was called into existence implies that the Rules laid down by the Central Recruitment Board have not been followed. This may in part have been due to the machinery constituted for supervising appointments having been inoperative or having operated ineffectively. It would be necessary to inspect all offices to discover whether the Rules have been adhered to and possibly, the staff provided for this purpose has not been able to undertake this duty. It would seem necessary to devise means of checking appointments made. This could be done by the Secretary to the Staff Selection Board being notified of all appointments made provided, of course, that they are duly notified. Such notification would be essential if the list of candidates is to be kept up to date and this would afford some check on appointments. A suggestion was made in the Sub Committee though no resolution was agreed upon in the matter that the local Board should select candidates from the list of nominees; but this would be a cumbersome process - it is really necessary only to see that the Rule of communal rotation is adhered to. This the Secretary to the Board can check. In the case of State Departments, the Heads of Departments may remain the appointing officers and might be made responsible for all

appointments to which the Rules of the Central Recruitment Board now apply. In other cases the Deputy Commissioner, assisted by the local Departmental representative where departmental appointment other than the Revenue Department are concerned might be constituted the appointing authorities. The intervention of the non-official element does not seem necessary; its office may extend to the selection of candidates.

Inspector General of Police
Chairman of the Sub Committee.

Appendix F G—1

SUBJECT .....

.....

.....

General and Revenue Secretariat

( )

the *193*

Date of issue 17.11.31

Signed by

List of enclosures .....

Copied by .....

Examined by .....

Section C. R. B

File No.

Serial No.

Diary No. of letter replied to 1797.

No. 2812/CRB

To The I G of Police

~~Sir,~~ Dear

With reference to your D. O letter No. CC 33/31-32 dated 7th ~~August~~ 8th November 1931, forwarding a consolidated Report on the decision of the C.R.B. the Special Sub Committee appointed to consider the establishment of a Staff Selection Board for being placed before the C R Board at its meeting held on 12.11.1931, I am directed to state that the Board decided to take up the question when the next meeting is to be held in January 1932 for consideration but finding the report being meanwhile considered by that the Report was not attended by other members of the Special Sub-Committee, it was resolved that the other Members of the Special Sub Committee, if any, desire to send their views in writing to the Board, they may do so before the next meeting.

Yours faithfully,

Secretary

WD 71—GBPM—40,000—20-7-31.

when I may fix another meeting of the Sub. Committee

Yours sincerely
CA
16.1.

that the final report may be further considered by the Committee if necessary and submitted for the consideration of the Board at its next meeting to be held in January 1932. when you will also be present

I am therefore to request you to kindly intimate the date and hours for the meeting of the Special Sub-Committee to be held next, so that early action may be taken to give due intimation in time to all the Members

I have etc

Secy.

16/11/3

1933

No. 23

OFFICE OF THE
INSPECTOR-GENERAL OF POLICE IN MYSORE.

No. C. C. 22.
21-32.

Bangalore, Dated 21st November, 1931.

Dear Mr. Noronha,

With reference to your D.O. No. 2812/C.R.B. dated 17th November, 1931, to the ~~xxxx~~ address of the Inspector General of Police, requesting him to let you know when you may fix another meeting of the Sub Committee of C.R. Board, I am desired by the Inspector General of Police who is on tour to inform you that the meeting may be held as early in January as possible.

Yours Sincerely,

Head Quarters Assistant to the
Inspector General of Police.

To

C.E. Noronha, Esqr., M.A.,
Secretary,
Central Recruitment Board,
BANGALORE.

Appendix F G—17

SUBJECT .....

.....

.....

Section

File No.

Serial No.

Diary No. of letter replied to ..... 1 .....

General and Revenue Secretariat

( )

the *193*

Date of issue ..... 12.11.1931 .....

Signed by ..... Mr. C. S. N. .....

List of enclosures .....

Copied by .....

Examined by .....

No 3184-89 C.R.B

To The members
Sub-Committee of the
C. R. Bd.

Sir,

I am directed to intimate that a meeting of the Special Sub-committee of the Recruitment Board will be held in the Office of the Chief Secretary to Govt in the Old Public Offices at Bangalore on Monday the 4th January 1932 at 3.P.m., to consider the draft report (prepared by the Chairman ~~A consolidated note based~~ on the decisions of the sub-committee ~~arrived at in the previous meetings~~ with regard to the establishment of a Staff Selection Board in Mysore, a copy whereof is sent herewith. ~~This note will be further considered by all the members at~~

the ensuing meeting before it
is sub~~d~~ to the C~~R~~ Board
which will meet in the middle
of January 1932.

I am ~~therefore~~ to request
you to be so good as to
~~that you will kindly~~ make it
convenient to attend the meeting
~~on the day fixed for the same~~

I have etc
C~~e~~ S/d
Secy
Govt
24-12-31.

2667
C.R.B.

WD 01793—GPB—50,000—5-9-31

MYSORE POLICE DEPARTMENT.

In reply, please quote number, date and short title.*

Received.....*Registered* .. ..

From (Name) F.A. Hamilton, Esqr., C.I.E.,
Chairman of the Sub Committee,
(Designation) Central Recruitment Board and
Inspector-General of Police in Mysore,
Post Box..... ....., (STATION)..... ....BANGALORE.

Telegraphic Address.....Alacria..... .....

To

C.E. Noronha, Esqr., M.A.,
Secretary, Central Recruitment Board,
BANGALORE.

No. G.C.54/31-32 *Dated* 11th January, ...*193* 2.

SIR,

ENCLOSURES.....

.....One..... .....

....

SPARE COPIES .....

With reference to your letter No. 3533/C.R.B. dated 7th January, 1932, I have the honour to state that the draft report of the Special Sub Committee is approved, and the same may be circulated for signatures of members of the Sub-Committee.

I have the honour to be,
Sir,
Your most obedient servant,

for Chairman,
Sub Committee, Central Recruitment Board
&Inspector General of Police in Mysore,
Bangalore.

Proceedings of the meeting of the Special Sub Committee of the Central Recruitment Board held on Monday the 27th July 1931 at 3.P.M.

...

Present

F. A. Hamilton, Esq., C.I.E.,
Inspector General of Police
in Mysore. CHAIRMAN.

1. ~~Rt~~ R.Ranga Rao, Esq., B.A., B.L.,
General Secretary to Government.
2. Sylvester Pais, Esq., B.A.,
3. D.S.Mallappa, Esq.,
4. H.B.Gundappa, Esq., B.A., B.L.,

Charles Noronha, Esq., M.A.,
Secretary.

.....

The note furnished to the members to form ~~as a~~ the basis ~~for~~ of discussion ~~by~~ of the Committee, ~~to improve~~ for the improvement of the present method of recruitment, was taken up for discussion.

There was a general and informal di cussion on the existing system of re- ruitment both here and elsewhere.

The General Secretary, at the outset, observed that much of the work of the Central Recruitment Board may be reduced by - ~~entrusting~~ delegating some more powers to the appointing authorities in the - matter of recruitment.

Messrs: D.S.Mallappa and H.B.Gundapp thought that such an arrangement would

entailed virtually the entrusting of powers of appointment to the local authorities, so far as selection of candidates from the Districts concerned. If the Central Board had to approve only of candidates selected by local authorities, there would be an opportunity for the local authorities to make appointments as they liked not in conformity with the rules of recruitment. It however was explained by the General Secretary that no apprehensions need be felt in that direction as strict instructions would be issued to local authorities not to deviate from the recruitment rules.

The main subject, the discussion of which was a comprehensive one, was the rotation system of recruitment as suggested in the Note- viz., XI. (v)

" Whether the existing rules regarding Special and General vacancies be abolished and recruitment by rotation on some such basis as noted below be substituted:-

1. Non-Brahmin Hindu
2. Mohommodan
3. Non-brahmin Hindu
4. Anglo Indian or Christian
5. Brahmin.
6. Non-brahmin Hindu
7. A member of other communities

8. Non-brahmin Hindu

9. Mohommadan

10. Non-brahmin Hindu

11. Anglo Indian or Christian.

12. Brahmin.

Messrs: D.S.Mallappa and H.B.Gundappa pointed out the inconveniences and injustice likely to be caused by such a system. They feared that each community would not derive the full benifit of recruitment. They were, therefore, of the opinion that the number of appointments may be fixed once for all so that each community may be - assured of a definite number of posts. They added that this should be done according to the population and qualification basis. And also suggested certain additions to the above list including Vaisyas and Lingayets. The General Secretary ~~explained~~ sounded out that there ~~will~~ would be a number of difficulties arising out of this arrangement, as the list would be very long and cumbersome if ~~each~~ every community is ~~added to the list~~ included in it. He said that ~~these~~ the above suggestions ~~are~~ were made only to increase the percentage of non-brahmins in service, ~~and by their arrangement each community cannot get any posts as it can do under the present arrangement suggested~~ some suggested by them cannot

But what the modification proposed would not be of advantage to the different Communities.

~~However the Committee thought that this subject relating to~~ Finally, as the question of the representation of all communities in service was

~~xxxxxxx~~

~~no doubt~~ a very difficult and complicated matter, ~~and so~~ the non-official members were requested to meet together, discuss all the details and suggest a workable scheme ~~in this matter~~ so as to satisfy all the communities, for the consideration of the committee at its next meeting.

XI.

" (i) Whether appointments to the candidates selected for Ministerial and Executive services should be classed separately for purposes of recruitment."

The Non-Official members agreed to the general principle.

" (ii) Whether the existing classes of appointment with the existing general educational qualifications required for the several classes may be maintained."

The members agreed to the above.

" (iii) Whether exemptions from the recruitment rules should be eliminated save in the cases of appointments requiring ~~xx~~ technical knowledge, as in the Railway and Electrical Departments and the Government Press, and then only in cases of posts ~~xx~~ where technical knowledge is essential."

The General Secretary said that the object ~~is~~ was only to get more non-brahmins into service.

(vi) Whether transfer from an appointment in one department to that in another should be regarded as - direct recruitment in any case.

Mr.D.S.Mallappa said that there should be no objection to people in one department being transferred to another if they ~~think~~ thought that they ~~can~~ could get permanent posts and promotion by such transfer. After some discussion he suggested that discretion may be left to the ~~concerned~~ Heads of Departments concerned

" vII) Whether in making temporary appointments the order of communal rotation should be followed ~~so~~ as far as ~~is~~ possible."

The Consideration of this question was deferred, pending receipt of proposals regarding recruitment by rotation.

~~"(viii)~~
" (viii) Whether Appointing officers should select candidates from the district to which the candidate~~s~~ ~~shall~~ selected is to be appointed or whether candidates should be selected from the General list.

The non-official members were of opinion that ~~this~~ selection from districts may be done as far as possible.

" (ix) Whether approved candidates

on appointment should be placed on probation."

Consideration of this point was deferred pending receipt of proposals regarding recruitment by rotation.

" (xii) The Committee may, further, consider the constitution and functions of th Staff Selection Board, should the formation of such a body be proposed.

The Committee agreed to the formation of a Staff Selection Board. During the course of the discussion the Chairman suggested that the Secretary to the Central Recruitment Board may be the Secretary to the Staff Selection Board.

It was decided that the next meeting be held on the 10th August at 3.P.M ~~and~~ via the following Agenda ~~for the next meeting which was announced was as below:-~~

Recruitment to service by rotatio
Staff Selection Board, its constitution and functions etc.

The meeting terminated at 5.P.M.

31/7

CENTRAL RECRUITMENT BOARD,

In reply, please quote
No. 2533 C.R.B.
Report

PUBLIC OFFICES,
Bangalore, dated 7th Jan'y *1932.*

From

~~K. G. SUBBARAYAPPA, ESQ., B.A., B.L.,~~

The *Secretary, Central Recruitment Board.*

To

The Inspector General of Police in Mysore,
Bangalore.

SIR,

I am directed to forward herewith for approval a copy of the draft report of the Special Sub Committee of the Central Recruitment Board on the question of the constitution of a Staff Selection Board for the Mysore State.

I have the honor to be,

Sir,

Your most obedient servant,

(Draft) 7/1

Secretary,
Central Recruitment Board.

Office Copy

Draft Report of the Special Sub Committee appointed by the Central Recruitment Board to consider the question of the constitution of a STAFF SELECTION BOARD for the MYSORE STATE.

At a meeting of the Central Recruitment Board held on the 11th December 1930, a Sub Committee was appointed to go into the whole question of recruitment and see whether the rules relating to the STAFF SELECTION BOARD and the Public Services Commission now in force in Madras could not be adopted in Mysore with --- suitable modifications, since the annual report of the Central Recruitment Board disclosed that the progress achieved in the matter of recruitment to the public service for the past ten years had not been appreciable i.e., that it had failed adequately to reduce the predominance of Brahmins in the Public Service.

When the required documents had been obtained from Madras it was decided at a meeting of the Central Recruitment Board held on the 22nd May 1931, that a meeting of the Special Sub Committee might be held in the month of July.

The Sub Committee as orginally constituted was comprised of the following:-members:-

(1) The Inspector General of Police in Mysore (Chairman)
(2) Mr. R. Ranga Rao, B.A., B.L., General Secretary to Government of Mysore
(3) Mr. D.S.Mallappa
(4) Mr. Sylvester Pais and
(5) The Secretary to the Central Recruitment Board.

At the meeting of the 22nd May the name of Mr. B Gundappa was added and later that of Mr. B.Nagappa, Bar at-Law.

The Sub Committee held meetings on the 27th July

1931, and the 24th September 1931 and the 4th January 1932 and now presents its report.

The following was the sense of the resolutions agreed upon in the Sub Committee:-

(1) That a Central Staff Selection Board be formed at the Head Quarters of Government to deal with all applications for appointments on salaries of Rs 50/- per mensem and over and all nominations received from the District Staff Selection Boards.

Note.- Appointments carrying graded pay will be classed according to the average pay as calculated for financial purposes.

(2) That Staff Selection Boards be constituted in each District to deal with all applications for appointments other than those mentioned in para 1, arising locally, their nominations for appointments being forwarded to the Central Board.

(3) That the Central and the District Staff Selection Boards be constituted as follows:-

A. Central Board.

(1) A Member of Council as Chairman

(2) Six officials nominated by Government of whom only three shall be summoned for any meeting of the Board

(3) Eight non-officials, representing the 8 Districts to be nominated by Government

B. District Board.

(1) The Deputy Commissioner as Chairman

(2) One official nominated by the Deputy Commissioner

(3) Three non-officials nominated by Government one of whom shall be a member of the Central Board.

(4) That the Central Board compile a list of selected candidates detailing their caste, native place qualifications and the scale of pay of the appointment they are willing to accept and that appointing officers fill appointments from this list adhering strictly to the system of communal rotation given below.

(5) That the existing classes of appointments with the existing minimum educational qualifications be maintained.

Note.- Though this rule ~~appears~~ implies selection by lasses of appointment, the list to be prepared by the entral Board can hardly be prepared by classes since a andidate with better qualifications than the minimum rescribed, may be ready to accept an appointment for which ower qualifications are needed than those he possesses. ence, provision is made in the list for candidates statin he appointments they are willing to accept. In making ppointments, however, appointing officers must be re- uired to adhere to the rule of communal rotation and they ay not depart from it merely because a candidate of -- nother community with superior qualification offers him- elf.

(6) That in making appointments, appointing officers ere to the following communal rotation, appointments ng distributed amongst the various communities in the ollowing proportions:-

Major Communities

Vokkaligas Depressed Classes Lingayets	five appointments

Minor Communities

All others except Brahmins	five appointments
Brahmins	two appointments

Note:- The appointments are distributed on the basis of proportion to population. In applying the rule appointments would be made in the following order:-

Major Community
Minor "
Major "
Minor "
Major "
Brahmin "
Minor "
Major "
Minor "
Major "
Brahmin "

It would be open to an appointing Officer to begin at any point in the list, but having once begun the order should be adhered to.

Note:- The communities included under the above heads are as follows:-

A. Major.

(1) Vokkaligas (including Kunchatigars)
(2) Depressed Classes (Adikarnatakas, Adidravidas, Koramas, Koracha, Banajar, Vodda, Anamists, Hill Tribes.
(3) Lingayets

B. Minor

Agasa	Idiga	Matuva
Bairagi	Iruliga	Nayar
Banajiga	Jat	Nayinda
Baniya	Jogi	Neygi
Bawaji	Kabar	Panchala
Beda	Kshatriya	Pandaran
Gangakula	Kayasta	Paniya
Bhatraju	Komati	Pinjari
Budubuduke	Kshatriya	Rachawar
Dasari	Kumbara	Rawat
Darzi	Kuruba	Saniyar
Dogra	Ladar	Sanniyasi
Dombra	Mahratta	Satani
Ganiga	Malayali	Sillekyata
Garadiga	Malaru	Soligaru
Golla	Maravan	Sudugadusidda
Gondaliga	Marwadi	Tigala
Gosayi	Meda	Uppara
Gujar	Mukkam Mochi	Vaisya
Gujrati	Multani	
Gurkha	Nagarata	

nd castes unclassed and unspecified.

Jains
Mahomedans
Indian Christians
Other Communities
(i) Buddhists
(ii) Parsis
(iii) Sikhs
(iv) Brahmos
(v) Jews
(vi) Others.
Anglo Indians and Europeans

C. Brahmins (All sects and sub sects of Brahmins)

(7) That in following the order of communal rotation, a rotation should, as far as possible be observed among the --- various communities in the gropp, having in view the over or the under representation of such communities in the service and their population, state of education and general importance.

(8) That if, for want of a suitable candidate, a vacancy due to any community be filled up by a candidate of another community, the next vacancy falling to the group should go to the community thus passed over.

(9) That in making temporary appointments, the order of communal rotation should be followed unless it is impossible to do so.

(10) That appointing officers should as far as possible select local candidates of the community entitled to selection.

(11) That in the case of offices with small establishments, several such offices may be grouped together in order to apply the system of communal rotation.

(12) The ministerial and executive appointments should be classes separately.

(13) That the appointment of an officer in one department to a higher appointment in another department be left to the discretion of Heads of Departments.

(14) That no exemptions from the rules regarding general educational qualifications for appointments be granted save in the case of appointments requiring technical knowledge such as in the Railway and Electrical departments and the Government Press, and, then, only in such cases as techinical knowledge is essesntial.

(15) That all appointments should be made on probation provided that should a probationer be eliminated, the appointment should go to a member of the same community.

(16) That a special record of appointments made under the scheme be maintained.

(17) That the scheme be tried in the first instance for a period of three years.

(18) That the Secretary to the Central Staff Selection Board should be an officer of the status of a Secretary to Government.

19) That strict adherence to the spirit of these ules should be insisted upon and any unauthorised depar ure therefrom be seriously noticed.

20) That Heads of departments and offices be re- luired, during their inspection, to scrutinise the ap- pointments made in subordinate offices and bring to the notice of the Central Board any instances in which the rules have been violated.

The Committee also recommend that appointment on a pay of over Rs 100/- be brought within the purview of the Staff Selection Board.

ppendix F G—1]

UBJECT .....

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Section C. R. B

File No.

Serial No. Encls. one

Diary No. of letter replied to ....2667.... D.O. No. 3583/C213

F. A. Hamilton Esq

To The I.G. of Police and Chairman of the Special Sub Committee of the CRA

Sir, Dear Mr. Hamilton,

With reference to your letter No. G.C. 54/31-32 dated 11th January 1932 forwarding the draft report of the Special Sub-Committee of the CRA after approval in same, I may know if I am taken into consideration directed to act upon the same as already suggested for such modification and alteration as you deem necessary in the light of the remarks and alterations proposed by Mr. R. Rangachariar the General Secretary to Govt on a copy of the draft report that was separately submitted to him and which was forwarded in original to you

General and Revenue Secretariat

( )

the *193*

Date of issue 16th January 1932

Signed by M. Veera.

List of enclosures .....

Copied by .....

Examined by .....

with this Office D/ No 2570/CRB.

~~Jany 1932~~ 9

~~[illegible]~~

I have the

I return the department for any alterations you may wish to make in the light of Mr. Rangi Rao's suggestion if you have not already considered them yourself.

Sec y.
CR Bs
Hons
16/1/32

CC
16/1

Appendix F G—1]

SUBJECT .....

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Section C.N.B.

File No.

Serial No.

Diary No. of letter replied to .....

O. No. 4004 / Cont.

~~To~~ Dear Mr Hamilton,

With refee to your unno,
note date 18.1.1931 regarding the
suggestions made by the Genera
Secy to Govt in the draft report
of the Special Sub committee
of the C.R Board appointed to
consider the constitution of
a Staff Selection Board in Mys
I am desired to state that the
General Secretary ~~to Govt~~ has
~~made~~ certain slight alterations
in the draft of the document
the draft ~~report~~, ~~with the~~ yours
had with you the other day. Those alterations
~~acquiesce~~, ~~and that the same~~
has been incorporated in the
draft report ~~as directed by~~
~~him~~, which is sent herewith

General and Revenue Secretariat

( )

the *193*

Date of issue 5-2-32

Signed by C.N.B. & R.

List of enclosures .....

Copied by .....

Examined by .....

~~enclosed~~ for favour of.

retransmission with your signature.

On receipt, the ~~above~~ report will be circulated for signature.

among the members of the

Committee. ~~under~~

yours sincerely.

RB
4/2/32

Home
3/2/32
//

A. 3022

F. A. HAMILTON, Esq., C.I.E.
INSPECTOR GENERAL OF POLICE
IN MYSORE

Bangalore & P.M.

5th February, 1932

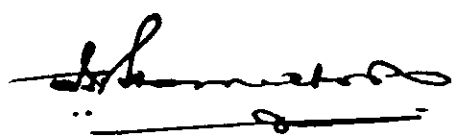
D.O.No.G.C. 54/31-32
Encl: one

H/S.

Dear Mr. Noronha,

With reference to your D.O. No.4004/C.R.B. of date, I return herewith the draft Report of the Special Sub Committee of the Central Recruitment Board, duly signed.

Yours sincerely,



C.E. Noronha, Esqr., M.A.,
Secretary,
Central Recruitment Board,
BANGALORE.

Appendix F G—1]

SUBJECT .....

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Confidential

Section C. R. B.

File No.

Serial No.

Diary No. of letter replied to ..... D.O No. 4145/C R. B.

General and Revenue Secretariat

( )

the *193* .

Date of issue 13. 2. 1932

Signed by Mr C. S. N

List of enclosures .....

Copied by .....

Examined by .....

To

Dear Mr Mallappa,

I am sending herewith the final draft report of the special Sub-Committee of the Central Recruitment Board on the question of the Constitution of a Staff Selection Board for the Mysore State which has already been approved by the Chairman and Mr Ranga Rau (Govt Secy to Govt and request you to kindly re-transmit the same at a very early date after duly attesting your signature, so as to enable me to forward it to the other members of the Sub-Committee for their need ful. Yours Sincere

C

11/2/32

WD 71—GBPM—40,000—20-7-31.

THE CENTRAL RECRUITMENT BOARD

D.O. No. 4248/C.R.B
Encl 3 cyclostyle

C. E. NORONHA, M. A.,
Secretary, Central Recruitment Board.

PUBLIC OFFICES,

Bangalore, Dated 19.2.1937

Dear Mr. Gundappa,

I am sending herewith the final draft report of the Special Sub Committee of the Central Recruitment Board on the question of the constitution of a Staff Selection Board for the Mysore Sta. which has already been approved by the Chairman and Mr. Mallappa Mr. R. Ranga Rao (General Secretary to Government), and request you to kindly retransmit the same at a very early date after duly attesting your signature

Yours sincerely,

Draft. 19/

CONFIDENTIAL.

Immediate

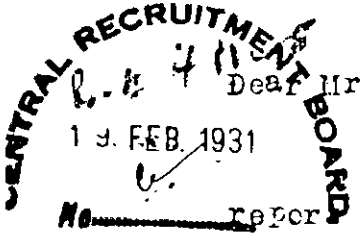
THE CENTRAL RECRUITMENT BOARD

D.O. No. 4145 | C.R.B.

C. E. NORONHA, M. A.,
Secretary, Central Recruitment Board.

PUBLIC OFFICES,

Bangalore, Dated 13th February 1932.



Dear Mr. Mallappa,

I am sending herewith the final draft report of the Special Sub Committee of the Central Recruitment Board on the question of the constitution of a Staff Selection Board for the Mysore State which has already been approved by the Chairman and Mr. R. Ranga Rao (General Secretary to Government), and request you to kindly retransmit the same at a very early date after duly attesting your signature.

Yours sincerely,

C. E. Noronha
13/2

3311.

Co. NB.

X X

Hassan, 24th February 1932.

The Secretary,
Central Recruitment Board,
Bangalore.

Dear Sir,

I am returning herewith the final draft report of the Special Sub Committee of the C.R.B.duly attesting my signature.

Yours sincerely,

THE CENTRAL RECRUITMENT BOARD

C. E. NORONHA, M. A.,
Secretary, Central Recruitment Board.

PUBLIC OFFICES,

Bangalore, Dated 26.2.72

DO 4309/CRB
End Draft Report of SM Sub Committee
Dear Mr ~~Sylvester~~ Bais,

I am sending herewith the ~~final~~ draft report of the Special Sub Committee of the Central Recruitment Board on the question of the constitution of a Staff Selection Board for the Mysore State which has already been approved by the Chairman, Mr. B. S. Mallappa and Mr. H. B. Gundappa Mr. B.Ranga Rao (General Secretary to Government) and request you to kindly retransmit the same at a very early date after duly ~~attesting~~ affixing your signature.

Yours sincerely,

Dft)

26/2

Appendix F G—1]

SUBJECT .....

.....

.....

General and Revenue Secretariat

( )

the *193*

Date of issue 1. 3. 1932

Signed by Mr. C. S. N.

List of enclosures .....

Copied by .....

Examined by .....

Section

File No.

Serial No.

Diary No. of letter replied to ..... D.O. No. 4471/C.R.B.

To Dear mr Bais,

May I request you to kindly return ~~as soon as~~ earliest convenience the final draft report of the ~~Sub~~ Sub Committee of the CR Board regarding the question of constitution of a Staff Selection Board for the Mysore State which was forwarded to you for affixing your signature with my D.O letter No. 4309/CRB dated 26.2.1932

Yours Sincerely

C

1/3

1/3/32.

WD 71—GBPM—40,000—20-7-31.

(115)

Home Estate, D 3.4.37

Medeyan PO Via Kasaul

29.2.32.
2.3.32

Dear Mr Yacoomba

I am forwarding you "the Draft Report of the Shroud State" duly signed and trust the Court will accept my Report

With best Compliments

yours &c

Asst Supt

Since writing the above, I have received your letter marked immediate.

Kindly excuse the delay.

Asst Supt

D.O.No. 4537/CRB

THE CENTRAL RECRUITMENT BOARD

Confidential.

C. E. NORONHA, M. A.,
Secretary, Central Recruitment Board.

PUBLIC OFFICES,
Bangalore.

Dated 4th March 1932

D.O.No. 4537/CRB
Encl Draft Report.

Dear Mr. Nagappa,

I am sending herewith the final draft report of the Special Sub Committee of the ---- Central Recruitment Board on the question of the constitution of a Staff Selection Board for the Mysore State which has already been approved by the Chairman and other members and to request you to kindly retransmit the same at a very early date after duly attesting/acting your signature.

Yours sincerely,

C.E. 4/3

D 3.6.6 CRB (1.5)

Basavanna

Yuva Hostel Bangalore

7 3 . 1932

D 7/3

4.30

To The Secretary

In receipt of your

No 4537/CRB dated 4 ult +

closure draft report I send

herewith the draft report signed by me

Yours sincerely

S Nagappa

Report of the Special Sub Committee appointed by the Central Recruitment Board to consider the question of the constitution of a Staff Selection Board for the Mysore State.

At a meeting of the Central Recruitment Board held on the 11th December 1930, a Sub Committee was appointed to go into the whole question of recruitment and see ---- whether the rules relating to the Staff Selection Board and the Public Services Commission now in force in Madras could not be adopted in Mysore with modifications, if any, since the annual report of the Central Recruitment Board disclosed that the progress achieved in the matter of recruitment to the public service for the past ten years had not come up to expectations and had not secured the adequate representation of Non-Brahmins.

When the required documents had been obtained from Madras it was decided at a meeting of the Central Recruitment Board held on the 22nd May 1931, that a meeting of the Special Sub Committee might be held in the month of July.

The Sub Committee as originally constituted was comprised of the following members:-

(1) The Inspector General of Police in Mysore (CHAIRMAN)
(2) Mr. R.Ranga Rao, B.A., B.L., General Secretary to Government of Mysore
(3) Mr. D.S.Mallappa
(4) Mr. Sylvester Pais and
(5) The Secretary to the Central Recruitment Board.

At a meeting of the 22nd May the name of Mr. H.B. Gundappa was added and later that of Mr. B.Nagappa, Bar-at-Law.

The Sub Committee held meetings on the 27th July 1931, 24th September 1931 and the 4th January 1932 and now

presents its report.

The following was the sense of the resolutions agreed upon in the Sub Committee:-

(1) That a Central Staff Selection Board be formed at the Head Quarters of Government to deal with all applications for appointments on salaries of Rs 50/- per mensem and over and all nominations received from the District Staff Selection Boards.

Note.- Appointments carrying graded pay will be classed according to the average pay as calculated for financial purposes.

(2) That Staff Selection Boards be constituted in each District to deal with all applications for appointments other than those mentioned in para 1 arising locally, their nominations for appointments being forwarded to the Central Board.

(3) That the Central and the District Staff Selection Boards be constituted as follows:-

A. Central Board.

(i) A Member of Council as Chairman

(ii) Six officials nominated by Government of whom only three shall be summoned for any meeting of the Board.

(iii) Eight non-officials, representing the 8 Districts to be nominated by Government

B. District Board.

(i) The Deputy Commissioner as Chairman

(ii) One official nominated by the Deputy Commissioner

(iii) Three non-officials nominated by Government of whom the member of the Central Board shall be one.

(4) That the Central Board compile a list of elected candidates detailing their caste, native place qualifications and the scale of pay of the appointment they are willing to accept and that, as vacancies arise,

appointing-officers fill appointments from this list without any previous notice or advertisement as at present adhering strictly to the system of communal rotation given below.

(5) That the existing classes of appointments with existing minimum educational qualifications be maintained.

Note.- Though this rule implies selection by classes of appointments, the list to be prepared by the Central Board can hardly be prepared by classes since a candidate with better qualifications than the minimum prescribed, may be ready to accept an appointment for which lower qualifications are needed than those he possesses. Hence, provision should be made for candidates stating the appointments they are willing to accept. In making appointments, however, appointing officers must be required to adhere to the rule of communal rotation and they may not depart from it merely because a candidate of another community with superior qualification offers himself.

(6) That in making appointments, appointing officers adhere to the following communal rotation, appointments being distributed amongst the various communities the following proportions:-

(1)	Major Communities Vokkaligas Depressed classes Lingayets	Five appointments
(2)	Minor Communities All others except Brahmins	Five appointments
(3)	Brahmins	Two appointments

Note.--In applying the rule, appointments would be made in the following order:-

Major Community
Minor "
Major "
Minor "
Major "
Brahmin "
Minor "
Major "
Minor "
Major "
Minor "
Brahmin "

It would be open to an appointing officer to begin at any point in the list, but having once begun the order should be adhered to.

Note.- The communities included under the above heads are as follows:-

A. Major.

(1) Vokkaligas(including Kunchatigars)
(2) Depressed Classes (Adikarnatakas, Adidravidas, Koramas, Korachas, Banajar, Vodda, Anamists, Hill Tribes.

(3) Lingayets

B.Minor.

Agasa	Idiga	Natuva
Bairagi	Iruliga	Nayar
Banajiga	Jat	Nayinda
Baniya	Jogi	Neygi
Bawaji	Kahar	Panchala
Beda	Kayasta	Pandaran
Gangakula	Komati	Paniya
Bhatraju	Kshatrya	Pinjari
Budubuduke	Kumbara	Rachawar
Dasari	Kuruba	Rawat
Darzi	Ladar	Saniyar
Dogra	Mahratta	Sanniyasi
Dombra	Malayali	Satani
Ganiga	Malaru	Sillekyata
Garadiga	Maravan	Soligaru
Golla/Yadava	Marwadi	Sudugadusidda
Gondaliga	Meda	Tigala
Gosayi	Mochi	Uppara
Gujar	Multani	Vaisya
Gujrati	Nagarata	
Gurkha		

and castes unclassed and unspecified.

Jains
Mahomedans
Indian Christians
Other Communities
(i) Buddhists
(ii) Parsis
(iii) Sikhs
(iv) Brahmos
(v) Jews
(vi) Others
Anglo Indians and Europeans.

C. Brahmins (All sects and sub sects of Brahmins)

(7) That in following the order of communal rotation, a rotation should, as far as possible be observed --- among the various communities in the group, having in view the over or the under representation of such communities in the service and their population, state of education and ---

general importance.

(8) That if, for want of a suitable candidate, a vacancy due to any community be filled up by a candidate of another community, the next vacancy falling to the group, should go to the community thus passed over.

(9) That in making temporary appointments, the order of communal rotation should be strictly followed unless it is impossible to do so.

(10) That appointing officers should, as far as possible, select local candidates of the community entitled to selection.

(11) That in the case of offices with small establishments, several such offices may be grouped together so as to facilitate the application of the system of communal rotation.

(12) The ministerial and executive appointments should be classed separately.

(13) That the appointment of an officer in one department to a higher appointment in another department be left to the discretion of Heads of Departments.

(14) That no exemptions from the rules regarding general educational qualifications for appointments be granted save in the case of appointments in which technical knowledge is essential as in the Railway, ~~& Electrical Departments and the~~ Government Press.

(15) That all appointments should be made on probation provided that should a probationer be eliminated, the appointment should go to a member of the same communit

(16) That a special record of appointments made under the scheme be maintained.

(17) That the scheme be tried in the first instance for a period of three years.

(18) That the Secretary to the Central Staff Selection Board should be an officer of the status of a Secretary to Government.

(19) That strict adherence to the spirit of these rules should be insisted upon and any unauthorised departure therefrom be seriously noticed.

(20) That Heads of Departments and Officers be required, during their inspection, to scrutinise the appointments made in subordinate offices and bring to the notice of the Central Board any instance in which the rules have been violated.

The Committee also recommend that appointments on a pay of over Rs 100/- be brought within the purview of the Staff Selection Board.

J. N. Hamilton
17/2/32.

R. Ramadas
17/2/32

Bhallappa
18/2/32.

H. B. Gurudappa
26.2.32

29.2.32.

Thangappa.
7.3.1932.

Extract
from the
Proceedings of the Forty second Meeting of the Central Recruitment Board held in the Chambers of the Second Member of Council, Bangalore, at 8-30 A.M. on 31st March 1932.

Subject No. 2.

Report of the Special Sub Committee appointed to to examine the question of the appointment of Staff selection Board.

Resolution.-

The recommendations of the Special Sub Committee were considered in detail and passed with the following modifications:-

Recommendations of the Special Sub Committee.	Resolution of the Central Recruitment Board.
1. That a Central Staff Selection Board be formed at the Head Quarters of Government to deal with all applications for appointments on salaries of Rs 50/- per mensem and over and all nominations received from the District Staff Selection Boards.	
Note.- Appointments carrying graded pay will be classed according to the	

S. J. O.

average pay as calculated for financial purposes.

(2) That Staff Selection Boards be constituted in each District to deal with all applications for appointments other than those mentioned in para 1 arising locally, their nimonations for appointments being forwarded to the Central Board.

1 & 2. The Board are of opinion, that while accepting the principle underlying the recommendation, a beginning might be made only with Central Staff Selection Board for the present, to deal with all ~~applications~~ applicants in the State

(3) That the ~~District Board~~ Central and District Staff Selection Boards be constituted as follows:-

A.- Central Board.
(i) A Member of the Council as Chairman
(ii) Six officials nominated by Government of whom only three shall be summoned for any meeting of the Board.
(iii) Eight non-officials, representing the 8 Districts to be nominated by Government.

B.- District Board
(i) The Deputy Commissioner as Chairman
(ii) One official nominated by the Deputy Commissioner
(iii) Three non-officials nominated by Government of whom the member of the Central Board shall be one.

(3) That the existing constitution of the Central Recruitment Board be adopted for the Central Staff Selection Board viz.,
(i) Member of Council, as Chairman
(ii) Five officials nominated by Government
(iii) Seven non-officials --- nominitgd by Government.

(4) That the Central Board compile a list of selected candidates detailing their caste, native place, qualifications and the scale of pay of the appointment they are willing to accept and that, as vacancies arise, appointing officers fill appointments from this list without any previous notice or advertisement as at present adhering strictly to the system of communal rotaion given below:-

(4) Approved with the addition that for the purpose of preparing the list, the Staff Selection Board or a Sub Committee thereof will make preliminary selection of candidate after interviewing them if possible.

(6) That in making appointments, appointing officers adhere to the following communal rotation, appointments being distributed amongst the various communities in the following proportions:-

(1) Major Communities Five Appointments
Vokkaligas
Depressed Classes.
Lingayets

(2) Minor Communities Five appointments

All others except Brahmins.

(3) Brahmins Two appointments.

Substitute:-

(6) That the appointments be distributed in the following proportion and mode of communal rotation.

A.	Lingayets, Vokkaligas, Kurubas	4
B.	Depressed Classes	1
C.	Brahmins	2
D.	Others	5

Note.- In applying the rule, appointments would be made in the following order:-

	Communal Rotation
Major Community	A.
Minor "	B.
Major "	D.
Minor "	A.
Major "	D.
Brahmin "	C.
Minor "	D.
Major "	A.
Minor "	D.
Major "	A.
Minor "	D.
Brahmin. "	C.

It would be open to an appointing officer to begin at any point in the list but having once begun the order should be adhere to.

(7) That in following the order of communal rotation, a rotation should, as far as possible be observed among the various communities in the group, having in view the extent of the representation of such communities in the service and their population, state of education and general importance.

(8) That if, for want of a suitable candidate, a vacancy due to any community be filled up by a candidate of another community the next vacancy falling to the group, should go to the community thus passed over.

If a qualified and suitable candidate of a particular community is not forthcoming in the turn allotted to that community, a candidate belonging to the next community specified above ~~xkik~~ shall be selected for admission if he is otherwise qualified and suitable for admission.

(15) That all appointments should be made on probation provided that should a probationer be eliminated, the appointment should go to a member of the same community.

(15) Omit.

(18) That the Secretary to the Central ~~Recruitment~~ Staff Selection Board should be an officer of the status of a Secretary to Government.

(18) Omit.

The Committee also recommend that appointments on a pay of over Rs 100 be brought within the purview of the Staff Selection Board.

Omit

It was also resolved that the present proportion of direct recruitment and promotion vacancies viz., 2:1 should remain.

Extract // 22/4/32

Statement showing the total and literate population of the State in 1931.

Communities	Population			Literate in English		
	Male	Female	Total	Male	Female	Total
A.						
Lingayets	390652	380150	770802	4526	168	4694
Vokkaligas	663718	648546	1312264	2909	138	3047
Kurubas	220456	215474	435930	609		616
Total.	1274826.	1244170.	2518996.	8044	313	8357
B.						
Depressed Classes.	642540	616239	1258779	2068	98	2166
C.						
Brahmins	126542	118621	245163	35053	3266	38319
D.						
Others.	1289246	1207570	2496816	32782	9725	42507.

29/11/32